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1. Unified Scenario Simulation
2. Micro Skill Drill Exam

Topic: 1
Unified Scenario Simulation
Nuuk Basalt Fibres Career Development Planning Rollout
Business Context
Nuuk Basalt Fibres manufactures basalt-based mineral insulation boards and loose-fill batts at a single works in Nuuk, Greenland, supplying construction distributors across the North Atlantic. Its workforce blends furnace and spinning-line operators on the shop floor, a small process-engineering group, and a shared administrative team. After two years of informal development conversations, the company adopted SAP SuccessFactors Career Development Planning and Mentoring in a public cloud tenant so that operators could see where they might grow and so supervisors could plan development more deliberately.
System Landscape
The talent features run in the company's existing SuccessFactors environment, administered through Admin Center, with access governed by Role-Based Permissions. Job roles and their attribute content — skills and competencies — are maintained in Job Architecture. The implementation partner enabled Career Development Planning, switched on the latest Career Worksheet, and configured a development goal plan template alongside Opportunity Marketplace. Employee data and the People Profile were already live from an earlier platform project.
Rollout Progress
In the first weeks after launch, process engineers began exploring the Career Worksheet and reported that it opened cleanly, showed a role-readiness indicator, and let them save development goals. Encouraged by that, the talent lead asked supervisors to walk shop-floor operators through the same worksheet during shift handovers so that the whole site could begin planning growth at once.
Operational Context
The rollout did not land evenly. When furnace operators opened the Career Worksheet, the readiness view appeared but the list of suggested target roles stayed empty, so they had nothing to aim toward. Where a target role could be reached manually, the competencies expected for that role did not appear against it, leaving readiness looking thin. Process engineers, whose roles had been set up earlier, did not see these gaps.
Adoption Context
Two further observations reached the talent lead. A group of newly transferred maintenance staff found no development goal plan at all when they opened the tool, even though colleagues on the same site had one. Separately, several shop-floor operators could not find Opportunity Marketplace anywhere in their navigation, while administrative staff opened it without difficulty. The feature had been enabled for the tenant during setup.
Governance Context
Under time pressure before a supervisor review meeting, one administrator proposed simply typing the missing roles and competencies directly onto the affected profiles and widening access so everyone could see every feature at once. The talent lead was uneasy about creating content by hand and granting broad access, and asked an SAP SuccessFactors consultant to advise on what was actually behind each observation and how to resolve it cleanly.
Your assignment

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You are advising Nuuk Basalt Fibres as an SAP SuccessFactors Career Development Planning and Mentoring consultant during the early adoption of its talent features. The talent lead has described several observations from the first weeks of use and is weighing a proposal to add missing content by hand and to widen access. Your task is to explain what lies behind each observation and to recommend the clean configuration action for each, without manual workarounds and without over-granting access. Keep each recommendation within the layer actually at fault — enablement, permission, template assignment, or role mapping

1. CHALLENGE 1 — Populating Suggested Roles on the Career Worksheet

• Confirm that the Career Worksheet is enabled and opening for the affected operators before looking further, so enablement is ruled out as the cause.

• Establish whether any target roles or career paths are defined in the source the worksheet draws its suggestions from for the furnace-operator jobs.

• Recommend populating that source with appropriate target roles rather than entering roles individually onto profiles.

Checkpoints

• Suggested target roles appear for a furnace-operator job once its source is populated, while the worksheet continues to open and calculate readiness.

• The recommendation avoids manual per-profile entry and keeps the source of roles as the single place suggestions are driven from.

2. CHALLENGE 2 — Surfacing Role Competencies Through Job Architecture Mapping

• Determine whether the skills and competencies expected for the reachable target role are mapped as attribute content to that role in Job Architecture.

• Explain that readiness looks thin because there is no competency content mapped to the role for the calculation to weigh.

• Recommend mapping the attribute content to the role rather than listing competencies on each employee profile.

Checkpoints

• Expected competencies surface against the role and readiness reflects them once the mapping exists in Job Architecture.

• The fix is made once at the role level and is not reproduced by hand on individual profiles.

3. CHALLENGE 3 — Reaching the Right Population with Development Goal Plans

• Compare the maintenance group who see no plan with the peers who do, and check whether the group is included in the development goal plan template's assigned population.

• Explain why an accessible feature can still show no plan when a population is not part of the template's assignment.

• Recommend extending the template's assigned population to include the transferred group rather than adjusting permissions or recreating a plan.

Checkpoints

• A development goal plan appears for the maintenance group once the template's assigned population includes them.

• The action is recognised as a template-assignment change, not a permission change or a manual plan creation.

4. CHALLENGE 4 — Opening Opportunity Marketplace Access for Shop-Floor Teams

• Confirm that Opportunity Marketplace is enabled for the tenant, then examine whether the shop-floor population has the Role-Based Permission that grants access to it.

• Explain that an enabled feature remains hidden from any population that lacks the permission to see it.

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• Recommend granting the permission to the intended shop-floor population, scoped to that group, rather than widening access to everyone.

Checkpoints

• Shop-floor operators see Opportunity Marketplace once their permission role grants access, while enablement is left unchanged.

• Access is scoped to the intended population, not broadened across the whole tenant to force the feature to appear.

Question: 1

CHALLENGE 1 — Populating Suggested Roles on the Career Worksheet

Furnace operators open the Career Worksheet, see the readiness view, and can save development goals, but the list of suggested target roles is empty for their jobs.

What is the most likely reason the suggested target roles are empty?

A. The Career Worksheet was never enabled in the tenant, so readiness and suggested roles cannot be produced for any employee across the whole site.

B. The affected operators lack the permission role for the worksheet, so the suggested-roles area is hidden from them even though it is fully populated.

C. No target roles are defined for those jobs in the worksheet's source, so its suggestion list stays empty although the worksheet still opens and works.

D. The development goal plan template omits those operators, so their worksheet has no basis on which to build any list of suggested target roles for them.

Answer: C

Explanation:

The worksheet opens and calculates readiness, which shows enablement and access are fine; suggestions are only as populated as the source of target roles the worksheet draws from. With no target roles defined for the furnace-operator jobs, that list is empty while everything else works. Populating the source is the clean fix.

Question: 2

CHALLENGE 1 — Populating Suggested Roles on the Career Worksheet

The administrator offers to type a few target roles directly onto the furnace operators' profiles so that something appears before the supervisor review meeting.

How should you advise the talent lead to respond to this proposal?

A. Decline the manual entry and populate the worksheet's source of target roles, so suggestions are driven consistently for every operator in the job.

B. Accept the manual entry for now because typing roles onto each profile is the quickest way to make suggestions appear before the review meeting.

C. Decline and instead raise a permission role for the operators, since granting worksheet access will make the suggested target roles appear for them.

D. Accept the manual entry and additionally disable the readiness view, so the empty suggestion list is no longer visible to operators during the meeting.

Answer: A

Explanation:
Suggestions should flow from the single source of target roles, so populating that source fixes the cause for the whole job at once and keeps the configuration maintainable. Hand-entered roles would drift from that source and not scale. The clean action stays at the source layer.

Question: 3

CHALLENGE 1 — Populating Suggested Roles on the Career Worksheet
After the source of target roles is populated for the furnace-operator jobs, you want to confirm the change worked before telling supervisors the worksheet is ready.
Which check best validates that the fix resolved the issue?

A. Confirm that the Career Worksheet feature still shows as enabled in the tenant, which demonstrates that suggested roles will now be generated for operators.
B. Confirm that operators can still save development goals in the worksheet, which demonstrates that the suggested target roles are now populated correctly.
C. Confirm that administrative staff can open Opportunity Marketplace, which demonstrates that the operators' worksheet suggestions have been populated as intended for their furnace jobs.
D. Confirm that a furnace-operator worksheet now lists suggested target roles while readiness continues to display, which shows the source is populated and working.

Answer: D

Explanation:
The reported gap was an empty suggestion list, so the direct validation is seeing suggested roles now appear on an operator's worksheet while readiness still displays. That observable evidence confirms the populated source is driving suggestions as intended.

Question: 4

CHALLENGE 2 — Surfacing Role Competencies Through Job Architecture Mapping
For a target role an operator can reach, the skills and competencies expected for that role do not appear, and the role-readiness view looks thin as a result.
What is the underlying reason the competencies are not appearing?

A. The operators lack the permission to view competencies, so the readiness view suppresses the competency content that is otherwise mapped to the role.
B. The attribute content — skills and competencies — was never mapped to that role in Job Architecture, so there is no competency content to surface or weigh.
C. The Career Worksheet is not yet enabled for that role, so its competencies cannot be displayed even though they are mapped correctly in Job Architecture.

D. The development goal plan template does not cover that role, so the competencies expected for it are withheld from the readiness view shown to the operators in that job.

Answer: B

Explanation:
Competencies surface for a role only when attribute content is mapped to it in Job Architecture; without that mapping there is nothing for readiness to display or weigh, which is exactly why the view looks thin. Mapping the content to the role is the clean fix.

Question: 5

CHALLENGE 2 — Surfacing Role Competencies Through Job Architecture Mapping
The readiness indicator for the reachable role looks low, and a supervisor assumes the operators are simply under-skilled rather than suspecting a configuration cause.
How should you frame the low readiness result for the supervisor?

A. Readiness looks low because no competencies are mapped to the role, so the calculation has nothing to weigh; mapping the attribute content will let it reflect real readiness.
B. Readiness looks low because the operators genuinely lack the required competencies, so the immediate step is to enrol them in development activities to raise it.
C. Readiness looks low because Opportunity Marketplace has not been permissioned, so the readiness calculation cannot draw the operators' competency data into the role readiness view for them.
D. Readiness looks low because the worksheet feature is disabled for the role, so the calculation is returning a default low value until the feature is switched on again.

Answer: A

Explanation:
This is a second-order effect: the low readiness is a symptom of missing competency mapping, not of under-skilled operators. With no attribute content mapped to the role, the calculation has nothing to weigh and understates readiness; mapping the content lets the score reflect reality.

Question: 6

CHALLENGE 2 — Surfacing Role Competencies Through Job Architecture Mapping
The administrator suggests listing the expected competencies by hand on each operator's profile so the readiness view fills in before the review, instead of changing Job Architecture.
Which recommendation is the most appropriate?

A. Approve the per-profile listing because entering competencies on each profile is a faster route to a fuller readiness view than editing Job Architecture.
B. Approve the per-profile listing but also raise a permission role, so the manually added competencies become visible to the operators in their readiness view.
C. Map the attribute content to the role once in Job Architecture, so competencies surface consistently for everyone in that role and readiness reflects them.

D. Map the attribute content to the role and, in addition, disable the readiness indicator until the mapping is complete so the thin score is not shown to supervisors.

Answer: C

Explanation:
Mapping the attribute content to the role in Job Architecture fixes the cause once and surfaces competencies consistently for everyone in the role, so readiness reflects them without per-person upkeep. It keeps a single source for competency content rather than scattered manual entries.

Question: 7

CHALLENGE 3 — Reaching the Right Population with Development Goal Plans
Newly transferred maintenance staff open the tool and find no development goal plan, although colleagues on the same site have one and use it normally.
What is the most likely cause of the missing plan for this group?

A. The maintenance staff lack a permission role for development goals, so the plan is created for them but hidden from their view until access is granted.
B. The maintenance group is not included in the development goal plan template's assigned population, so no plan instance has been created for them at all.
C. The Career Worksheet source has no target roles for maintenance jobs, so the development goal plan cannot be generated for the group until roles are defined.
D. The development goal plan feature has been disabled tenant-wide, so no employee on the site can open a plan until the capability is enabled once more.

Answer: B

Explanation:
A plan instance exists for a person only when their group is part of the template's assigned population; the transferred maintenance staff were not included, so no plan was created for them. Extending the template's assigned population to cover the group is the clean fix.

Question: 8

CHALLENGE 3 — Reaching the Right Population with Development Goal Plans
A colleague insists the missing plan must be a permissions problem and wants to grant the maintenance group broad access before the review, rather than examine the template.
How should you guide the response to this observation?

A. Grant the broad access first because widening permissions is the quickest way to make the development goal plan appear for the maintenance group before the supervisor review meeting.
B. Grant a narrower permission role scoped to the group, since a targeted access change will instantiate the development goal plan for the maintenance staff.
C. Recreate a development goal plan manually for each maintenance employee, so the group has a plan in place regardless of what the template's assignment contains.

D. Check the template's assigned population and extend it to include the maintenance group, so a plan is instantiated for them without changing permissions or recreating anything.

Answer: D

Explanation:
Because no plan instance exists, the fix belongs at the template's assignment, not at permissions; extending the assigned population to include the maintenance group instantiates their plan cleanly. It also avoids the over-scoped access grant the colleague proposed.

Question: 9

CHALLENGE 4 — Opening Opportunity Marketplace Access for Shop-Floor Teams
Opportunity Marketplace is enabled for the tenant, yet shop-floor operators cannot find it in their navigation while administrative staff open it without any difficulty.
What best explains why operators cannot see the enabled feature?

A. Enablement turns a feature on tenant-wide, but a population still needs the Role-Based Permission to see it, and the operators do not yet have that permission.
B. The feature must be enabled separately for each population, so the operators cannot see Opportunity Marketplace until enablement is repeated for their group as well.
C. The operators' development goal plan template excludes Opportunity Marketplace, so the feature is withheld from their navigation until the template is adjusted for them.
D. The worksheet source has no target roles for operators, so Opportunity Marketplace stays hidden from them until suggested roles are populated for their furnace jobs.

Answer: A

Explanation:
Enablement and permissioning are distinct layers: enabling a feature makes it available tenant-wide, but each population still needs the permission to see it. The administrative staff have it and the operators do not, which is why access differs. Granting the permission to the operators resolves it.

Question: 10

CHALLENGE 4 — Opening Opportunity Marketplace Access for Shop-Floor Teams
To make Opportunity Marketplace visible to operators quickly, the administrator proposes granting broad access to every population so nobody is left without the feature.
Which approach should you recommend instead?

A. Grant every population access to Opportunity Marketplace, since a single broad permission is the simplest way to guarantee all employees can reach the feature.
B. Leave the permissions unchanged and re-enable Opportunity Marketplace for the tenant, expecting the fresh enablement to extend its visibility to the shop-floor operators.
C. Grant the permission to the intended shop-floor population, scoped to that group, so operators gain access while access stays aligned to who should have it.

D. Grant the permission to the shop-floor population and, as a precaution, also add administrative staff again even though they can already open the feature today.

Answer: C

Explanation:
Scoping the permission to the intended shop-floor population gives operators access while keeping access aligned to who should have it, which is cleaner than a blanket grant. It resolves the visibility gap without over-exposing the feature across unrelated groups.

Topic: 2
Micro Skill Drill Exam

Question: 11

Cusco Alpaca Textiles spins and weaves alpaca-wool garments in Cusco, Peru, and runs SAP SuccessFactors Learning alongside its development goals. Employees are expected to add learning courses as activities on their development goals so that relevant learning opportunities surface directly on each goal. A group of production-line employees report that when they open a development goal, no learning opportunities or courses are offered for them to add.
The consultant confirms the employees have active development goals and hold access to SAP SuccessFactors Learning, and that the course catalog itself is populated. The development goals open and behave normally in every other respect.
Reviewing the setup, the consultant finds that learning opportunities appear on development goals only when the integration between development plans and SAP SuccessFactors Learning is enabled, and that this integration has not been turned on for the environment. The goals and the learning catalog both exist, but they are not connected, so no learning surfaces on the goals.
What should the consultant do so learning opportunities appear on the production-line employees' development goals?

A. Recreate the development goal plan so that it includes a learning section, so the courses that are missing begin to appear for the production-line employees on their goals.
B. Add the required courses as free-text activities on each development goal by hand, so employees have learning to work toward even though the catalog does not surface on their goals.
C. Enable the integration between development plans and SAP SuccessFactors Learning, so learning opportunities from the catalog surface on development goals and can be added as activities by the employees.
D. Grant the production-line employees additional learning permissions, since the absence of learning opportunities suggests they lack the access that other employees have to the SAP SuccessFactors Learning catalog.

Answer: C

Explanation:
Learning opportunities surface on development goals only when the integration between development plans and SAP SuccessFactors Learning is enabled, and that integration was never turned on for the

environment. Enabling it connects the goals to the learning catalog, so courses can be surfaced and added as activities. This corrects the missing link between the two, where the gap lies.

Question: 12

Hokkaido MediGlass manufactures precision medical glassware in Sapporo, Japan, and has set up a mentoring program so that experienced technicians can mentor recent hires. Employees report that when they open the program, the option to sign up as a mentor or mentee is not available, even though the program is visible to them and they have been told it is open.
The consultant confirms mentoring is enabled and that the intended population is correctly permissioned to see and use it; employees can indeed open the program page. Nothing indicates a permission or visibility gap.
Looking at the program itself, the consultant finds that it runs through defined phases and that its signup period has not yet been opened — the program still sits in a setup state ahead of enrollment. Because participants can only self-enroll while the program is in its open-signup phase, no one can join yet, even though the program exists and is fully permissioned.
What should the consultant do so employees can sign up for the mentoring program?

A. Add each employee to the program directly as an administrator, so participants who cannot self-enroll are placed into the program regardless of the phase it is currently in.
B. Open the program's signup period so it moves into its enrollment phase, during which employees are able to sign up as mentors or mentees while the window is active.
C. Recreate the mentoring program using the same settings, so the version that employees are unable to enroll in is replaced by a fresh program that accepts their signups.
D. Grant the employees the mentoring permission again, since they cannot sign up and re-granting access to the program usually restores the enrollment action for a population that is unable to join.

Answer: B

Explanation:
Participants can self-enroll only while a mentoring program is in its open-signup phase, and this program still sits in a setup state ahead of enrollment. Opening its signup period moves the program into the phase during which employees can join as mentors or mentees, which is exactly what is missing. This acts on the program's phase, where the block actually is.

Question: 13

Northwind Aquaculture runs open-water salmon farms along the fjords near Bergen, Norway, and has rolled out development goal plans so employees can plan their growth. A newly created group of hatchery supervisors reports that when they open their development goals, no development goal plan appears at all, while the rest of the workforce sees a plan as expected.
The consultant confirms the hatchery supervisors hold the same career development access as everyone else, and that the development goal plan template is active and in daily use across the company. Role-based permissions are identical between the affected group and the working population.
Reviewing the template, the consultant finds that the development goal plan reaches employees through the population it is assigned to, and that the hatchery supervisors' group was never added to

that assigned population. Because no plan is instantiated for them, their development goals area stays empty even though the feature itself is available to them.
What should the consultant do so the hatchery supervisors receive their development goal plan?

A. Add the hatchery supervisors' group to the development goal plan template's assigned population, so the plan that reaches employees through that assignment is instantiated for them as it is for everyone else.
B. Change the hatchery supervisors' job data so it matches a population that already receives a plan, so they inherit the development goal plan those matching employees already see.
C. Create a separate development goal plan template for the hatchery supervisors and publish it to them, so the group that currently sees no plan receives one dedicated to their own function.
D. Grant the hatchery supervisors the role-based permission for development goals, since the rest of the workforce who can see a plan already hold that permission and this group presently does not.

Answer: A

Explanation:
A development goal plan is instantiated for an employee only when their group is included in the template's assigned population. The hatchery supervisors were never added to that population, so no plan exists for them even though the feature is available. Adding their group to the assigned population creates the plan for them, correcting the gap at the assignment layer.

Question: 14

Rift Valley Roasters processes and exports specialty coffee from Nakuru, Kenya, and has enabled the latest Career Worksheet so employees can explore target roles and gauge their role readiness. A group of quality-lab analysts open their Career Worksheet and find that it loads normally but the list of suggested roles is completely empty, while colleagues in other departments see suggestions right away. The consultant confirms the Career Worksheet template is assigned to the lab analysts and that role readiness is switched on for them. The worksheet itself renders, and its other sections behave as designed.
Examining the configuration, the consultant establishes that suggested roles are drawn from the source of target roles the worksheet reads, and that no target roles have been defined for the lab analysts' job in that source. Colleagues in departments where target roles were configured see suggestions, but the lab analysts' function has none, so the worksheet has nothing to present for them.
What should the consultant do so the quality-lab analysts see suggested roles in their Career Worksheet?

A. Define target roles for the lab analysts' job in the source the worksheet draws its suggestions from, so the worksheet has roles to present for their function.
B. Ask the lab analysts to add target roles to their worksheet by hand, so the suggestion list is populated for them even though the configured source returns nothing for their job.
C. Assign the lab analysts a Career Worksheet template that already returns suggestions for another department, so the suggested roles populating there begin appearing for the lab analysts as well.
D. Grant the lab analysts additional Career Worksheet permissions, since an empty suggestion list indicates they lack the access that lets other departments see their recommended target roles.

Answer: A

Explanation:
Suggested roles are only as populated as the source of target roles the worksheet reads, and no target roles were defined for the lab analysts' job in that source. Defining target roles for their function gives the worksheet content to present, so suggestions appear as they do for departments where the source was configured. This corrects the gap at the source the suggestions are drawn from.

Question: 15

Adelaide Rail Freight operates interstate freight services across South Australia from its Adelaide hub, and uses Job Architecture to hold the skills and competencies that drive competency-based development. For a group of signalling-engineer job roles, employees find that their development tools show no competencies to develop against, while employees in other job roles see their competencies listed as expected.
The consultant confirms that competency content exists in the attribute-content library and that Job Architecture is in active use across the organization. The signalling engineers can reach their development tools without difficulty.
Investigating the roles, the consultant establishes that competencies appear against a job role only when the relevant attribute content is mapped to that role, and that the signalling-engineer roles were created without any competencies mapped to them. The content is present in the library and other roles use it, but nothing is associated with the signalling-engineer roles, so there is nothing for the tools to surface.
What should the consultant do so competencies surface for the signalling-engineer roles?

A. Grant the signalling engineers additional permission to view competencies, since roles that display their competencies must carry an access the signalling-engineer population is currently missing from its own setup.
B. Add new competencies for the signalling engineers to the attribute-content library, so the library holds content that their job roles can then display in the development tools.
C. Copy a job role that already displays competencies onto the signalling-engineer population, so the competencies visible on that role begin to appear for the signalling engineers too.
D. Map the existing skills and competencies to the signalling-engineer job roles, so the attribute content associated with each role surfaces in the development tools for its employees.

Answer: D

Explanation:
Competencies appear against a job role only when the relevant attribute content is mapped to that role, and the signalling-engineer roles were created without any competencies mapped. Mapping the existing skills and competencies to those roles associates the content that other roles already use, so the development tools have competencies to surface. This corrects the binding between the role and its attribute content.

Question: 16

The Paramaribo Port Authority manages container and bulk terminals on the Suriname River in Paramaribo, and has enabled Opportunity Marketplace so employees can browse assignments, projects, and roles. A group of newly onboarded terminal planners reports that Opportunity Marketplace does not appear anywhere in their navigation, while established employees open and use it every day.
The consultant confirms Opportunity Marketplace is enabled for the instance and is populated with current content, and that established employees see it without difficulty. Nothing about the feature's enablement or content has changed recently.
Comparing the two groups, the consultant finds that access to Opportunity Marketplace is controlled through role-based permissions, and that the permission role which exposes the feature was granted to established employees but not to the newly onboarded terminal planners. The feature is live and stocked with content; it is simply not visible to a population whose role was never given the permission that surfaces it.
What should the consultant do so the terminal planners can see Opportunity Marketplace?

A. Re-enable Opportunity Marketplace for the whole instance, since the terminal planners cannot see it and enabling the feature again should refresh its availability for any population currently missing it.
B. Grant the terminal planners' role the role-based permission that exposes Opportunity Marketplace, so the already-enabled feature becomes visible to that population as it is for established employees.
C. Create a separate Opportunity Marketplace configuration for the terminal planners, so the population that cannot see the shared feature is given its own visible instance to browse.
D. Add the terminal planners to the content and assignments inside Opportunity Marketplace, so the entries they are missing appear and the feature becomes available to them through that stocked content.

Answer: B

Explanation:
Access to Opportunity Marketplace for a population is controlled through role-based permissions, and the terminal planners' role was never given the permission that surfaces the feature. Granting that permission to their role makes the already-enabled, content-stocked feature visible to them, matching the established employees who hold it. This resolves the issue at the access layer, where the difference between the two groups lies.

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