

Talent Optimization Consultant Practice Test Questions and Answers

1. What is the primary goal of talent optimization?

- A) Reducing employee salaries
- B) Aligning people strategy with business strategy for optimal performance
- C) Eliminating all training programs
- D) Increasing work hours

2. Which of the four disciplines is fundamental to talent optimization?

- A) Design, Hire, Inspire, Diagnose
- B) Plan, Execute, Monitor, Evaluate
- C) Recruit, Train, Retain, Reward
- D) Analyze, Develop, Implement, Review

3. What does behavioral assessment help determine in talent optimization?

- A) Employee salary requirements
- B) Natural behavioral drives and workplace preferences
- C) Educational background
- D) Physical fitness levels

4. Which metric is most important for measuring talent optimization success?

- A) Office space utilization
- B) Employee engagement and business results alignment
- C) Number of meetings held
- D) Dress code compliance

Answers: 1-B 2-A 3-B 4-B

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