CSM Exam Topics Study Guide and Practice Questions

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Certified ScrumMaster (CSM) Exam Topics

Here's a comprehensive list of **exam topics for the Certified ScrumMaster (CSM®) exam**, based on the **Scrum Alliance®** guidelines and the **Scrum Guide**. The CSM exam is designed to assess your understanding of **Scrum roles**, **events**, **artifacts**, **and principles**—with a focus on how to facilitate Agile teams using Scrum.

The CSM exam content is generally organized into the following **knowledge areas**:

1. Scrum Framework

Scrum theory and values

- o Empiricism: Transparency, Inspection, Adaptation
- Scrum values: Courage, Focus, Commitment, Respect, Openness

Scrum roles

- Scrum Master: Servant-leader, facilitator, impediment remover
- Product Owner: Manages backlog, sets priorities, owns ROI
- o Developers: Cross-functional team delivering increments

Scrum events

- Sprint: Time-boxed iteration (1–4 weeks)
- Sprint Planning: Sets sprint goal, backlog items, and work plan
- Daily Scrum: 15-minute stand-up to inspect and adapt
- Sprint Review: Inspect product increment with stakeholders
- Sprint Retrospective: Continuous improvement for the team

Scrum artifacts

- Product Backlog: Ordered list of all desired work
- Sprint Backlog: Items selected for the current sprint + plan
- o Increment: Working product delivered at the end of the sprint

Artifact commitments

- Product Goal (Product Backlog)
- Sprint Goal (Sprint Backlog)
- Definition of Done (Increment)

2. Scrum Master Core Responsibilities

- Facilitating Scrum events effectively
- Coaching the team and the organization on Agile practices
- · Servant leadership and team empowerment
- · Identifying and removing impediments
- · Shielding the team from external disruptions
- Fostering collaboration and team dynamics

3. Agile Principles and Mindset

- Agile Manifesto and 12 Principles
- Incremental vs. Iterative development
- · Focus on customer collaboration, responding to change
- Delivering value early and often

4. Product Backlog Management

- Refinement (backlog grooming)
- Writing and slicing user stories
- Acceptance criteria
- Estimation techniques (Planning Poker, T-shirt sizing)
- Prioritization techniques (MoSCoW, WSJF)

5. Metrics and Reporting in Scrum

- Burndown charts (Sprint, Release)
- · Burnup charts
- Velocity tracking
- Sprint goals and progress toward Product Goal

6. Scaling Scrum (Basics)

- Basic awareness of frameworks like SAFe, Nexus, LeSS (not deeply tested)
- Coordination of multiple Scrum Teams working on the same product

7. Anti-Patterns and Misconceptions

- Misuse of Scrum roles (e.g., Scrum Master as project manager)
- Skipping Scrum events
- Having multiple Product Owners
- Overcommitting in Sprints
- Not delivering a "Done" increment

Exam Format

Detail Info

Number of Questions 50 multiple-choice

Passing Score 74% (37 correct out of 50)

Time Limit 60 minutes

Open Book? No (but it's untimed in some platforms and retake is free)

Delivery Method Online via Scrum Alliance platform (after completing a CSM course)

Certified ScrumMaster (CSM) Study Guide

Here is a concise and structured **Certified ScrumMaster (CSM) Study Guide** to help you prepare for the Scrum Alliance® exam. It's designed to align with the **Scrum Guide** and the **Scrum Alliance CSM Learning Objectives**.

1. Scrum Framework Overview

Scrum Theory

- **Empiricism**: Knowledge comes from experience and decision-making based on what is known.
- Three Pillars:
 - o **Transparency**: All aspects of the process must be visible.
 - o **Inspection**: Regular checks on progress toward goals.
 - Adaptation: Adjust as needed to minimize issues.

Scrum Values

- Courage
- Focus
- Commitment
- Respect
- Openness

2. Scrum Roles

Scrum Master

- Servant leader, facilitator
- Removes impediments

- Shields team from distractions
- Coaches on Scrum and Agile practices

Product Owner

- Owns the Product Backlog
- Maximizes product value
- Prioritizes and refines items
- · Interfaces with stakeholders

Developers (Development Team)

- · Cross-functional and self-managing
- Responsible for delivering a "Done" increment
- Collaborates daily and participates in all Scrum events

3. Scrum Events (Ceremonies)

Event	Timebox	Purpose
Sprint	1–4 weeks	Iteration that delivers a potentially shippable increment
Sprint Planning	8 hrs (max) for 1-month Sprint	Define Sprint Goal and select backlog items
Daily Scrum	15 min	Inspect progress, adapt plan
Sprint Review	4 hrs (max) for 1-month Sprint	Present increment and get feedback
Sprint Retrospective	3 hrs (max) for 1-month Sprint	Improve team processes and interactions

4. Scrum Artifacts

Artifact	Description	Commitment
Product Backlog	Ordered list of everything that might be needed in the product	Product Goal
Sprint Backlog	Items selected for the Sprint + plan to deliver them	Sprint Goal

Definition of
Sprint Done

5. Product Backlog Items (PBIs)

User stories (common format):

As a [user], I want [feature] so that [benefit]

- Must be: INVEST
 - Independent
 - o Negotiable
 - o Valuable
 - o **E**stimable
 - o Small
 - o Testable

6. Metrics & Estimation

- Burndown Chart: Tracks remaining work
- Burnup Chart: Tracks work completed
- Velocity: Average story points completed per Sprint
- Estimation Techniques:
 - Planning Poker
 - T-shirt sizing
 - Affinity mapping

7. Key Concepts

- **Definition of Done (DoD):** Shared understanding of what it means for work to be complete
- Increment: Sum of all the Product Backlog items completed during a Sprint
- Servant Leadership: Putting the needs of the team first
- Timeboxing: Limiting events to fixed durations
- Cross functionality: Team possesses all skills needed to deliver the increment
- Self-management: Team decides how to accomplish work

8. Common Misconceptions (Exam Traps)

- The Scrum Master does not manage the team
- There is only one Product Owner per product

- Scrum does not mandate user stories, but they're commonly used
- The **Daily Scrum** is for the **Developers**, not status reports to the Scrum Master
- Scrum is not a methodology, it's a framework

Exam Tips

- Focus on servant leadership, team collaboration, and empirical thinking
- Understand the purpose of each event—not just definitions
- Know the accountabilities (not responsibilities) of each Scrum role
- Be able to **spot anti-patterns** (e.g., skipping retrospectives, Scrum Master assigning tasks)

CSM Practice Quiz (10 Questions)

Absolutely! Here's a **Certified ScrumMaster (CSM®) practice quiz** with **10 multiple-choice questions**, **answers**, and **detailed explanations** to help reinforce your knowledge of Scrum concepts and prepare for the exam.

- 1. Who is responsible for maximizing the value of the product resulting from the work of the Scrum Team?
- A. Scrum Master
- B. Developers
- C. Product Owner
- D. Stakeholders

Answer: C. Product Owner

Explanation: The Product Owner is accountable for maximizing the value of the product and managing the Product Backlog.

- 2. Which of the following best describes the Scrum Master's role during Sprint Planning?
- A. Assigning tasks to team members
- B. Facilitating the event and removing blockers
- C. Deciding which items to include in the Sprint
- D. Estimating the user stories
- Answer: B. Facilitating the event and removing blockers

Explanation: The Scrum Master ensures that the meeting happens and supports the team by facilitating and coaching but does not assign work.

3. What happens if the Product Owner is not available during a Sprint?

- A. The Scrum Master takes over the Product Owner's responsibilities
- B. The team selects items based on previous Sprints
- C. The Sprint is canceled
- D. The Developers proceed with the existing Sprint Goal and backlog items
- Answer: D. The Developers proceed with the existing Sprint Goal and backlog items Explanation: Once the Sprint starts, the team should continue working toward the Sprint Goal even if the Product Owner is unavailable.

4. When is a Sprint considered complete?

- A. When the Product Owner accepts all items
- B. When all tasks are completed
- C. When the timebox expires
- D. When all backlog items are tested
- Answer: C. When the timebox expires

Explanation: A Sprint always ends when the timebox ends. Incomplete items return to the Product Backlog for future prioritization.

5. What is the purpose of the Sprint Retrospective?

- A. To demonstrate the product increment
- B. To update the Product Backlog
- C. To inspect and adapt the process
- D. To estimate backlog items
- Answer: C. To inspect and adapt the process

Explanation: The Sprint Retrospective helps the Scrum Team reflect on how they worked and identify improvements for the next Sprint.

6. Who creates the Definition of Done (DoD)?

- A. Product Owner
- B. Scrum Master

- C. The Scrum Team collaboratively
- D. Stakeholders
- ✓ Answer: C. The Scrum Team collaboratively

Explanation: The Scrum Team agrees on the Definition of Done together to ensure a shared understanding of what "done" means.

7. Which artifact shows the work the team plans to complete during the current Sprint?

- A. Product Backlog
- B. Sprint Backlog
- C. Increment
- D. Roadmap
- Answer: B. Sprint Backlog

Explanation: The Sprint Backlog includes the Product Backlog items selected for the Sprint plus the plan for delivering them.

8. What is the ideal size of a Scrum Team (including all roles)?

- A. 3-5 people
- B. 5-11 people
- C. 10-15 people
- D. No size limit
- Answer: B. 5–11 people

Explanation: Scrum recommends a team size small enough to remain nimble and large enough to complete meaningful work, typically 5–11 people including Scrum Master and Product Owner.

9. Which of the following is NOT a pillar of Scrum?

- A. Transparency
- B. Accountability
- C. Inspection
- D. Adaptation

Answer: B. Accountability

Explanation: While accountability is important in Scrum, it is not one of the three pillars (Transparency, Inspection, Adaptation).

10. What does the term "increment" mean in Scrum?

- A. A summary of lessons learned
- B. A subset of the Product Backlog
- C. A potentially shippable product
- D. A backlog refinement session

Answer: C. A potentially shippable product

Explanation: An increment is the sum of all completed Product Backlog items in a Sprint and must be in a usable condition regardless of whether it is released.

CSM Practice Quiz – Part 2 (20 Questions)

Absolutely! Here's a second **set of 20 Certified ScrumMaster (CSM) practice questions** with **answers and explanations** to help you solidify your understanding.

1. Who is responsible for crafting the Sprint Goal?

- A. Product Owner
- B. Scrum Master
- C. Developers
- D. Scrum Team

Answer: D. Scrum Team

Explanation: The Sprint Goal is defined collaboratively by the entire Scrum Team during Sprint Planning.

2. What is the maximum timebox for a Sprint Review in a one-month Sprint?

- A. 2 hours
- B. 3 hours
- C. 4 hours
- D. 8 hours

Answer: C. 4 hours

Explanation: For a one-month Sprint, the Sprint Review is timeboxed to a maximum of 4 hours.

3. When can a Sprint be canceled?

- A. When Developers fall behind
- B. When the Product Owner decides the Sprint Goal is no longer valid
- C. When the Scrum Master decides the work is too difficult
- D. When stakeholders change priorities

Answer: B. When the Product Owner decides the Sprint Goal is no longer valid

Explanation: Only the Product Owner has the authority to cancel a Sprint.

4. What is the purpose of the Daily Scrum?

- A. Report status to the Product Owner
- B. Assign tasks
- C. Inspect progress toward the Sprint Goal and adapt the plan
- D. Estimate backlog items
- Answer: C. Inspect progress toward the Sprint Goal and adapt the plan

Explanation: The Daily Scrum is for the Developers to self-manage and inspect/adapt their work.

5. What is the main output of a Sprint Planning meeting?

- A. A new Product Backlog
- B. A refined Definition of Done
- C. A Sprint Goal and a Sprint Backlog
- D. A revised Product Goal
- Answer: C. A Sprint Goal and a Sprint Backlog

Explanation: These are the key outcomes that guide the work during the Sprint.

6. Who owns the Product Backlog?

- A. Developers
- B. Scrum Master

- C. Product Owner
- D. The Scrum Team

Answer: C. Product Owner

Explanation: The Product Owner is accountable for the Product Backlog, including its content and prioritization.

7. What happens during a Sprint Review?

- A. Team presents the process improvements
- B. Developers report completed tasks
- C. The team discusses what went wrong
- D. The increment is inspected and feedback is gathered

Answer: D. The increment is inspected and feedback is gathered

Explanation: The Sprint Review is a working session to review the product and plan next steps.

8. Which event is timeboxed to 15 minutes regardless of Sprint length?

- A. Sprint Planning
- **B.** Sprint Review
- C. Daily Scrum
- D. Retrospective

Answer: C. Daily Scrum

Explanation: The Daily Scrum is always 15 minutes, no matter the Sprint length.

9. What is NOT a responsibility of the Scrum Master?

- A. Coaching the team in self-management
- B. Assigning tasks to Developers
- C. Facilitating Scrum events
- D. Helping the team remove impediments

Answer: B. Assigning tasks to Developers

Explanation: The team self-manages task assignments; the Scrum Master does not assign work.

10. What is the purpose of a Product Goal?

- A. Describes the Scrum Team's short-term vision
- B. Defines the Product Backlog
- C. Sets the plan for the Sprint
- D. Aligns stakeholders with the roadmap

Answer: A. Describes the Scrum Team's short-term vision

Explanation: The Product Goal is the long-term objective the Scrum Team works toward.

11. Which of the following best describes an Increment?

- A. A subset of the Sprint Backlog
- B. A tested and potentially shippable piece of the product
- C. A group of unfinished tasks
- D. A team meeting
- Answer: B. A tested and potentially shippable piece of the product

Explanation: Each increment must meet the Definition of Done and be usable.

12. What is the minimum requirement for the Definition of Done?

- A. It is written by the Product Owner
- B. It varies for each item
- C. It must be agreed upon and transparent to all
- D. It only applies to QA
- Answer: C. It must be agreed upon and transparent to all

Explanation: The DoD ensures shared understanding of when work is complete.

13. Which of the following describes backlog refinement?

- A. Rewriting all items from scratch
- B. Estimating only the first three items
- C. Ongoing effort to add detail, estimates, and order to backlog items
- D. Deleting old backlog items
- Answer: C. Ongoing effort to add detail, estimates, and order to backlog items

Explanation: Refinement is continuous and prepares items for future Sprints.

14. When are new Product Backlog items discovered?

- A. Only at Sprint Planning
- B. During backlog refinement and throughout the project
- C. Only during the Daily Scrum
- D. After the project ends

✓ Answer: B. During backlog refinement and throughout the project

Explanation: Scrum is adaptive; new items emerge throughout development.

15. How often should a Scrum Team do a Retrospective?

- A. Once per month
- B. At the start of a project
- C. At the end of every Sprint
- D. When requested by management

Answer: C. At the end of every Sprint

Explanation: The Retrospective is held after the Sprint Review and before the next Sprint.

16. What is the role of stakeholders during a Sprint?

- A. Participate in Daily Scrums
- B. Request new features directly from Developers
- C. Review and provide feedback at the Sprint Review
- D. Assign tasks to the team

Answer: C. Review and provide feedback at the Sprint Review

Explanation: Stakeholders inspect the increment and provide input during the Sprint Review.

17. What should a Scrum Master do if a team member is frequently late to the Daily Scrum?

- A. Report the member to HR
- B. Remove the member from the team
- C. Remind the team of the Scrum values and facilitate a conversation about its impact
- D. Cancel the Daily Scrum

Answer: C. Remind the team of the Scrum values and facilitate a conversation about its impact

Explanation: The Scrum Master fosters self-management and reinforces team norms.

18. What defines a self-managing team?

- A. They choose their own salaries
- B. They decide who works on what, when, and how
- C. They don't follow Scrum roles
- D. They require micromanagement

Answer: B. They decide who works on what, when, and how

Explanation: Scrum Teams are self-managing and cross-functional.

19. Which of these is a characteristic of an Agile mindset?

- A. Rigid planning
- B. Big upfront design
- C. Continuous improvement
- D. Top-down control

✓ Answer: C. Continuous improvement

Explanation: Agile encourages adapting and improving iteratively.

20. What does Scrum say about project documentation?

- A. No documentation is allowed
- B. Minimal documentation that supports working software
- C. All documentation must follow PMBOK® standards
- D. Documentation must be done at project close

Answer: B. Minimal documentation that supports working software

Explanation: Scrum values working software over comprehensive documentation, but some documentation is still needed.

CSM Practice Quiz – Part 3 (30 Unique Questions)

Absolutely! Below is a third set of **30 new Certified ScrumMaster (CSM®) practice questions**, each with **correct answers and explanations**. These questions avoid repetition from the first two sets and dive deeper into Scrum theory, best practices, and real-world scenarios.

1. What is timeboxing in Scrum?

- A. Limiting work to a specific number of backlog items
- B. Allowing team members to log time daily
- C. Setting a fixed maximum duration for an activity
- D. Estimating how long a project will take
- Answer: C. Setting a fixed maximum duration for an activity

Explanation: Timeboxing ensures focus and encourages prioritization within defined limits.

2. Who is responsible for ensuring Scrum is understood and enacted?

- A. Product Owner
- B. Scrum Master
- C. Project Manager
- D. Developers
- Answer: B. Scrum Master

Explanation: The Scrum Master helps everyone understand and apply Scrum effectively.

3. What is the role of the Scrum Master in product backlog refinement?

- A. Prioritize backlog items
- B. Approve technical designs
- C. Facilitate the refinement process
- D. Assign backlog items to team members
- Answer: C. Facilitate the refinement process

Explanation: The Scrum Master ensures the session is productive but does not own the backlog.

4. What is the Scrum term for a deliverable that meets the Definition of Done?

- A. Feature
- B. Task
- C. Increment
- D. Epic
- Answer: C. Increment

Explanation: An Increment is a potentially shippable piece of the product completed during the Sprint.

5. What is the ideal outcome of every Sprint?

- A. Complete all backlog items
- B. Create a report for management
- C. Deliver a usable Increment
- D. Get sign-off from stakeholders
- Answer: C. Deliver a usable Increment

Explanation: A working and potentially releasable Increment should be delivered each Sprint.

6. In Scrum, who decides how the work will be accomplished?

- A. Product Owner
- B. Scrum Master
- C. Stakeholders
- D. Developers
- Answer: D. Developers

Explanation: Developers are self-managing and determine how to get the work done.

7. Which of the following is a Scrum artifact?

- A. Status report
- B. Gantt chart
- C. Product Backlog
- D. WBS (Work Breakdown Structure)
- Answer: C. Product Backlog

Explanation: The Product Backlog is a key Scrum artifact listing all known product work.

8. Who participates in the Sprint Retrospective?

- A. Scrum Master and Product Owner only
- B. Developers and stakeholders
- C. Scrum Team (Scrum Master, Product Owner, Developers)
- D. Only Developers

Answer: C. Scrum Team (Scrum Master, Product Owner, Developers)

Explanation: The full Scrum Team inspects how they worked and identifies improvements.

9. Which of the following is true about the Product Backlog?

- A. It is static once created
- B. It contains only user stories
- C. It evolves as the product and environment change
- D. It is managed by the Scrum Master

Answer: C. It evolves as the product and environment change

Explanation: The Product Backlog is a living artifact and is updated continuously.

10. When should the Definition of Done be reviewed or updated?

- A. Once at project kickoff
- B. Only when management asks
- C. During Retrospectives or as needed
- D. During Sprint Planning

Answer: C. During Retrospectives or as needed

Explanation: Teams may inspect and adapt their Definition of Done in Retrospectives.

11. What does "cross-functional" mean in a Scrum Team?

- A. Team members switch roles frequently
- B. Team is distributed across locations
- C. Team has all skills needed to deliver an Increment
- D. Team works in multiple departments

Answer: C. Team has all skills needed to deliver an Increment

Explanation: Cross-functional teams are self-sufficient and don't rely on external help.

12. Who ensures that impediments are removed during the Sprint?

- A. Product Owner
- B. Developers
- C. Scrum Master
- D. Stakeholders

Answer: C. Scrum Master

Explanation: The Scrum Master removes impediments or facilitates resolution.

13. Which of the following best reflects a Sprint Goal?

- A. Finish 10 backlog items
- B. Release to production
- C. Implement login functionality
- D. Enable secure user authentication

Answer: D. Enable secure user authentication

Explanation: A Sprint Goal should be outcome-focused, not a checklist.

14. How does Scrum handle incomplete backlog items at the end of a Sprint?

- A. Move them to the next Sprint automatically
- B. Reprioritize in the Product Backlog
- C. Delete them
- D. Add them to the Increment

Answer: B. Reprioritize in the Product Backlog

Explanation: Incomplete items return to the Product Backlog for reevaluation.

15. What's a good use of velocity in Scrum?

- A. To compare teams
- B. To assign individual performance

- C. To plan future Sprints
- D. To calculate ROI

Answer: C. To plan future Sprints

Explanation: Velocity helps teams estimate how much work they can handle in future Sprints.

16. Which event inspects the Increment and adapts the Product Backlog if needed?

- A. Sprint Planning
- **B. Sprint Review**
- C. Daily Scrum
- D. Sprint Retrospective

Answer: B. Sprint Review

Explanation: The Sprint Review is where the product is inspected and direction adjusted.

17. Who can add items to the Product Backlog?

- A. Only the Product Owner
- B. Anyone, but the Product Owner controls order
- C. Only stakeholders
- D. Scrum Master

Answer: B. Anyone, but the Product Owner controls order

Explanation: Suggestions can come from anyone, but the Product Owner manages the backlog.

18. What should Developers do if they realize during the Sprint they won't complete all work?

- A. Cancel the Sprint
- B. Ask Scrum Master to remove items
- C. Collaborate with the Product Owner to replan or adjust scope
- D. Extend the Sprint

Answer: C. Collaborate with the Product Owner to replan or adjust scope

Explanation: The team should adapt to new information and replan collaboratively.

19. Which Scrum event promotes continuous improvement?

- A. Sprint Review
- B. Retrospective
- C. Backlog Refinement
- D. Release Planning

Answer: B. Retrospective

Explanation: The Retrospective helps the team inspect how they work and improve.

20. Which technique helps a team estimate effort in relative terms?

- A. Monte Carlo simulation
- B. Timeboxing
- C. Planning Poker
- D. SWOT analysis

Answer: C. Planning Poker

Explanation: Planning Poker uses consensus to estimate effort using story points.

21. Which type of work should be avoided during a Sprint?

- A. Unplanned work that disrupts the Sprint Goal
- B. Technical tasks
- C. Bug fixes
- D. Design spikes

Answer: A. Unplanned work that disrupts the Sprint Goal

Explanation: Focus should remain on delivering the Sprint Goal.

22. What is a servant leader in Scrum?

- A. A project manager who delegates
- B. A manager who reports to stakeholders
- C. A leader who focuses on supporting the team's success
- D. A coach from outside the company

Answer: C. A leader who focuses on supporting the team's success

Explanation: The Scrum Master is a servant leader who puts the team's needs first.

23. Which of these is an Agile principle?

- A. Rigidly follow the plan
- B. Deliver working software frequently
- C. Eliminate customer involvement
- D. Always use Gantt charts

Answer: B. Deliver working software frequently

Explanation: Agile encourages frequent delivery of working software for feedback.

24. What is the benefit of using timeboxes in Scrum?

- A. Tracks hours spent per task
- B. Prevents gold-plating and scope creep
- C. Ensures only senior staff can lead events
- D. Avoids the need for documentation

Answer: B. Prevents gold-plating and scope creep

Explanation: Timeboxing promotes discipline and focus on priority.

25. What is typically used to visualize progress in a Sprint?

- A. Kanban board
- B. Burndown chart
- C. Flowchart
- D. Fishbone diagram

Answer: B. Burndown chart

Explanation: A burndown chart shows remaining work over time during a Sprint.

26. How does Scrum address uncertainty and complexity?

- A. By requiring complete plans upfront
- B. Through predictive documentation
- C. By inspecting and adapting frequently
- D. By avoiding change

Answer: C. By inspecting and adapting frequently

Explanation: Scrum is designed to manage uncertainty through regular feedback loops.

27. What is the best time to update the Product Backlog?

- A. At the end of the project
- B. During the Retrospective
- C. Continuously throughout the project
- D. Once a month

Answer: C. Continuously throughout the project

Explanation: The Product Backlog is a living artifact updated at any time.

28. What is a spike in Scrum?

- A. A sudden increase in velocity
- B. A task to research or experiment to reduce uncertainty
- C. A failed Sprint
- D. A delay in a deliverable

Answer: B. A task to research or experiment to reduce uncertainty

Explanation: Spikes help teams explore solutions or estimate complex items.

29. What's the best way to manage technical debt in Scrum?

- A. Ignore it during development
- B. Log it in the Product Backlog and address it iteratively
- C. Track it separately from product work
- D. Assign it only to junior developers

Answer: B. Log it in the Product Backlog and address it iteratively

Explanation: Technical debt should be visible and prioritized like other backlog items.

30. What's a key characteristic of a high-performing Scrum Team?

- A. Constant supervision
- B. Dependence on external roles
- C. Trust, collaboration, and self-management
- D. High turnover and individual accountability

✓ Answer: C. Trust, collaboration, and self-management

Explanation: High-performing teams are cohesive, autonomous, and aligned.

Would you like all **60+ questions in a printable PDF**, or should I build a **CSM mock exam** with scoring and timed options for you next?