

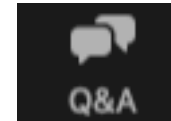
Wie du dich erfolgreich auf die PSM-III-Zertifizierung vorbereitest

Simon Flossmann, Marc Kaufmann

Oktober 14 2026

Quick Guidelines

- Your microphones will be muted throughout
- This session is recorded. The recording and slides will be available after the webinar within 24 hours.
- Please ask questions!
 - Submit questions by selecting the Q & A icon:



Who is Scrum.org

Mission:
*Helping People and
Teams Solve
Complex Problems*



Ken Schwaber
Scrum.org Founder,
Chairman and
Co-creator of Scrum



Marc Kaufmann

ICF Professional Coach & Professional Scrum Trainer

- Medien-Informatiker, Berater
- Fachliche und disziplinarische
Leitungspositionen
- Team Ent-Wickler & Coach
- Seit 15 Jahren Scrum Master
- Seit 2018 PST der Scrum.org
- Seit 2020 PCC der International
Coaching Federation (ICF)



Simon Flossmann

Professional Scrum Trainer

- Karrierebeginn als Product Owner.
- Seit 10 Jahren Scrum Master.
- Seit 2020 PST mit Scrum.org
- Ehemaliger Co-Steward für Scaled Professional Scrum bei Scrum.org.



Warum eigentlich (jetzt) PSM III?



[Start](#)[Ihr Netzwerk](#)[Jobs](#)[Nachrichten](#)**Scrum Master** ✓

Billennium • Metropolregion Berlin/Brandenburg (Hybrid)

Who we are

Billennium is a global IT services provider with over 20 years of experience delivering advanced technology solutions for clients worldwide. We specialize in software development, data & cloud, SAP, and agile transformation, supporting enterprises in their most critical digital initiatives.

About the role

You will join an international digital transformation program, covering the **MAFID (Maintenance & Asset Management)** and **EHS / ESG** domains. The role is **advisory and coaching-oriented**, without line management responsibility, and embedded in a **scaled agile environment** with multiple Scrum teams, Product Owners, and a shared Agile Chapter.

Your responsibilities:

- Coaching and facilitating agile ways of working across multiple Scrum teams in parallel
- Moderating Scrum events (Sprint Planning, Review, Retrospective, Daily) and agile workshops
- Supporting the introduction and continuous improvement of Scrum, Kanban, and selected SAFe practices
- Facilitating OKR workshops and supporting the integration of OKRs into day-to-day operations
- Providing coaching and advisory support for Product Owners (role clarity, prioritization, decision-making)
- Supporting value stream analysis initiatives
- Ensuring stakeholder alignment across teams and organizational interfaces
- Acting as a sparring partner in the context of **SAP PM**, mobile maintenance, and EHS solutions
- Methodological support for **ESG and sustainability reporting** initiatives
- Advising on the use of **AI-powered tools** in the project context

Must have:

- Minimum **7 years of experience** in Scrum Mastering and/or Agile Coaching
- Advanced Scrum Master certification (e.g. **PSM III** or equivalent)
- Proven experience working with **multiple Scrum teams simultaneously**
- Strong facilitation skills across agile events and workshops
- Deep understanding of **Scrum** and practical experience in scaled agile environments
- Professional working proficiency in **German and English**
- Project references demonstrating scope, duration, role, and responsibilities

Nice to have

- Practical experience with **SAP Plant Maintenance (SAP PM)** and mobile maintenance solutions
- Exposure to **SAP EHS and/or ESG** contexts
- Agile Coach certification (e.g. ICP-ACC, ICP-ATF, or equivalent)
- **SAFe** certification (e.g. SPC)
- Product Owner certification (e.g. **PSPO**)
- Experience using AI-supported tools in project environments
- Background in systemic consulting or professional coaching

Quelle: <https://www.linkedin.com/jobs/view/4424176814/> (Stand 7.8.2026)



 Start
  Ihr Netzwerk
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Scrum Master

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Für ein Projekt im Transport und Logistik suchen wir einen Scrum Master (m/w/d) mit Erfahrung in Scrum, SAFe und Jira.

Projektinformationen

- **Ort:** Frankfurt am Main / 90% Remote (davon 10% OnSite FFM)
- **Start:** 19.08.2026
- **Laufzeit:** 19.08.2026 – 31.12.2026
- **Branche:** Transport und Logistik

Für dieses Projekt werden ausschließlich Mitarbeitende in einem festen Anstellungsverhältnis berücksichtigt.

Aufgaben

Fachliche Beratung zur Einführung und Anpassung agiler Methoden, insbesondere Scrum und SAFe, sowie Optimierung von Jira-Strukturen für agile Entwicklungsorganisationen. Durchführung von Scrum-Events und Beratung zur Verbesserung agiler Praktiken.

Muss-Anforderungen

- Erfahrung als Scrum Master oder Team Coach in IT-Entwicklungsteams unter Anwendung von Scrum (ab 3 Jahre)
- Erfahrung in Softwareentwicklungsteams mit End-to-End-Verantwortung über den gesamten Entwicklungszyklus (ab 3 Jahre)
- Erfahrung in der Konzeption und Optimierung von Jira-Strukturen für agile Entwicklungsorganisationen (ab 3 Jahre)
- Erfahrung in der Weiterentwicklung großer agiler Entwicklungsteams (ab 3 Jahre)
- Zertifizierung als Scrum Master sowie Zertifizierung im SAFe-Framework (PSM III, CSM o. glw. und SSM, SASM, SA o. gw.)

Soll-Anforderungen

- Erfahrung in der Restrukturierung oder Neugestaltung agiler Entwicklungsteams (ab 3 Jahre)
- Erfahrung in der Etablierung klarer Subteam-Verantwortlichkeiten (ab 3 Jahre)
- Erfahrung in der Konzeption und Optimierung von Jira-Strukturen für skaliertes agiles Arbeiten (ab 3 Jahre)
- Erfahrung in der Analyse und Optimierung von Abhängigkeiten zwischen Entwicklungsteams (ab 3 Jahre)

Quelle: <https://www.staryou.de/job/847> (Stand 7.8.2026)

Scrum Master (Scrum, SAFe, Jira) (m/w/d) 90% remote ID03156

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Professional Scrum Certified Count

Over 1,224,200 Professional Scrum Certified

Note data was last updated October 1, 2026

At Scrum.org, we help ensure that individuals understand how to deliver high value software with higher levels of agility using Scrum. To help meet that goal, Scrum.org provides assessments that can be used as tools to examine, enhance, and certify knowledge of Scrum. Below, you can see the total number of Professional Scrum certifications held per assessment. You can also search for an individual certification holder [here](#).

Open Assessments

Many certification test takers and others who are looking to assess their knowledge without certification take the Scrum.org [Open Assessments](#). These tests are a great way to gauge your knowledge and find areas where improvement is required.

Professional Scrum Master

To be effective, Scrum Masters need to have a rock-solid understanding of the practices and values of Scrum. The [Professional Scrum Master™](#) (PSM) assessments allow people to validate and certify their understanding of those practices and values, and how they would respond to situations that challenge them.



Wie läuft die Prüfung ab?





Certify Your Distinguished Level of Scrum Master Expertise

The Professional Scrum Master™ III (PSM III) certification validates your deep understanding of how to apply Scrum, Scrum practices, and the Scrum Values. PSM III tests your ability as a Scrum Master in a variety of complex team and organizational situations. Earning the PSM III requires a very high level of Scrum knowledge and extensive experience as a Scrum Master.

Attending a course is neither required nor sufficient for certification. However, attending [Professional Scrum Master](#) and [Professional Scrum Master Advanced Training](#) is recommended. Similarly, possessing a PSM I and PSM II certification is not required, but is strongly recommended. Evidence shows it is important to pass the PSM I and PSM II to get a good baseline of your level of knowledge. Anyone scoring below 90% on the PSM I and PSM II will find earning the PSM III very difficult.

Preparing for PSM III

PSM III questions ask you to know the content and understand the context of the Scrum Guide, then apply your own experience. While the Scrum Competencies are similar to those of the PSM I and PSM II, you will be required to move beyond simple knowledge. You will be asked to describe how you would respond to different scenarios while remaining true to Scrum.

PSM III draws broadly from the following [Professional Scrum Competencies](#) and Focus Areas;

- [Understanding and Applying the Scrum Framework:](#)
 - Empiricism, Scrum Values, Scrum Team, Events, Artifacts, Done
- [Developing People and Teams:](#)
 - Self-Managing Teams, Facilitation, Coaching, Mentoring, Teaching
- [Managing Products with Agility:](#)
 - Forecasting & Release Planning, Product Value, Stakeholders & Customers

While experience is most important, reviewing material about how to prepare for [PSM I](#) and [PSM II](#) may also be helpful. Familiarity with the [changes to the 2020 Scrum Guide](#) will also be beneficial as the use of outdated terminology from prior versions of the Scrum Guide will count against you.

Certification Details

- \$500 USD per attempt
- Scoring: Pass/Did Not Pass
- Language for questions and responses: English
- Responses are scored by a team of Scrum experts using a common grading guide. Each response is evaluated to determine if it meets, exceeds, or does not meet the grading expectations. After all questions are scored, the entire test is reviewed to determine whether a passing score was earned.
- Time limit: 2.5 hours (150 minutes)
- Number of Questions: 24
- Format: Essay questions only. All responses must be typed - no pasting of prepared responses. Please review the [Standard of Conduct](#) for more information.
- Grading takes approximately 4 weeks. The score is emailed as soon as grading is complete.
- Difficulty: Expert
- Free [Credly](#)  digital credential included
- Recommended courses: [Professional Scrum Master](#), [Professional Scrum Master Advanced Training](#)
- Recommended certifications: [PSM I](#), [PSM II](#)
- Practice assessments: [Scrum Open](#), [Nexus Open](#), [Developer Open](#), [Product Owner Open](#), [Evidence-Based Management Open](#), [Facilitation Skills Open](#), [Agile Leadership Open](#)
- Passwords have no expiration date, but are valid for one attempt only
- Lifetime certification - no annual renewal fee required

Wie sehen die Fragen (und Antworten) aus?



Beispielfrage:

You are joining a Scrum Team that does not use Sprint Goals or a Product Goal.

Explain why having clear goals is important in complex product development.

What techniques or approaches have you used in the past to motivate Scrum Teams to work with Sprint Goals?

Disclaimer:: Keinen offizielle Scrum.org PSM III Prüfungsfrage. Sondern ein Beispiel. Weder Marc Kaufmann noch Simon Flossmann kennen die offiziellen Fragen.

Eine mögliche Antwort...

As a Scrum Master I would coach the Scrum Team on the importance of having a sprint goal and make sure that they come up with and agree with one during the sprint planning.

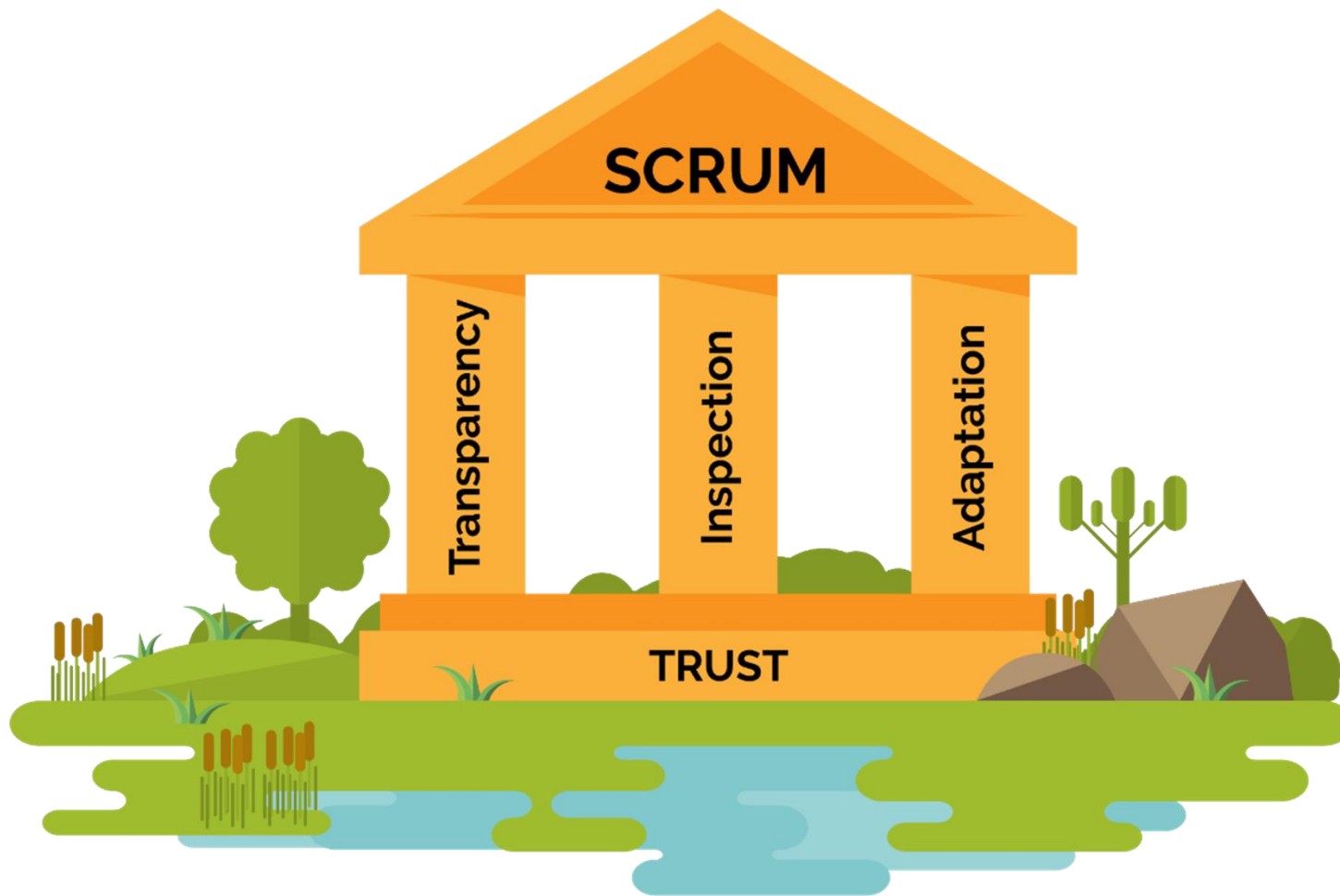
My argument for it would be as follows:

A sprint goal gives the team sense to what they working towards and gives them a sense of responsibility/accountability to achieve something specific.

I often experienced within project without product or sprint goals that some scrum team members don't even know what exactly they should achieve and have a whatever mentality regarding their work or product they doing.

It gives you pride and a sense of purpose to cross out/achieve a specific tasks on your to do list as a team, be it delivering an increment, a story or a sprint goal.

A goal forges commitment, transparency and accountability.



COURAGE

Scrum Team members have courage to do the right thing and work on tough problems



FOCUS

Everyone focuses on the work of the Sprint and the goals of the Scrum Team



COMMITMENT

People personally commit to achieving the goals of the Scrum Team



RESPECT

Scrum Team members respect each other to be capable, independent people



OPENNESS

The Scrum Team and its stakeholders agree to be open about all the work and the challenges with performing the work

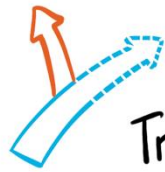
Credit: ABN AMRO Bank N.V.

Eine bessere Antwort...

In complex product development we cannot predict everything upfront. Sprint Goals create focus and enable inspection and adaptation (are we going in the right direction?) Without a Sprint Goal the Sprint Backlog is just a list of tasks. Without a Product Goal the Scrum Team has not a target to plan against. So we lose focus and lack self-management.

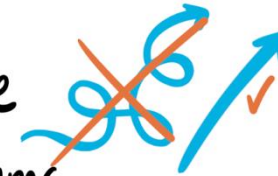
In the past I asked my PO the question: What is the one thing that would make this Sprint a success? This shifted the conversation from output to outcome.

I also like to use User Story mapping with the Scrum team. It makes the connection between individual PBIs and the bigger picture visible. That helps the Scrum team formulate Sprint Goals that are outcome oriented.



Treibt Veränderungen voran

Verantwortet die Effektivität des Teams

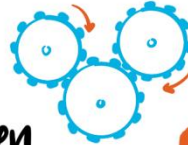


Arbeitet organisationsübergreifend

Kennt mehr als Scrum



Fokussiert auf empirisches Arbeiten



Aufgaben eines Scrum Masters



Hilft Teams zu wachsen



Schafft Transparenz

Ist eine Führungskraft



Ermöglicht Selbstmanagement

Löst Probleme auf unterschiedliche Weisen



Wie kann ich lernen besser Fragen zu beantworten?



ANLEITUNG ZUR PSM-III-PRÜFUNG



Scrum Guide
kenner



Scrum Veteran



Scrum Denker



Wie sich gute Antworten
von großartigen unterscheiden!

Sketches by Denise

PSM III Bootcamp: What Good Answers Have in Common

9 principles to review and improve your answers

1. Anchor your answer in Scrum theory

✓ Do	Always look for opportunities to refer to core Scrum theory: Empiricism, Transparency, Inspection and Adaptation, the Scrum values and Self-management.
✓ Do	Tie topics like coordination, collaboration, and synchronization back to the Scrum Theory - this should naturally flow from a Scrum Master.
✗ Don't	Don't discuss Scrum topics without connecting them to the underlying theory behind the Scrum framework.

2. Go beyond theory with practical examples

✓ Do	Go beyond the theory and include practical examples to support your argument - especially when the question asks 'What would you do as Scrum Master?'
✓ Do	Show how you would apply theory in practice: demonstrate concrete steps, not just principles.
✗ Don't	Don't stop at a theoretical answer - without practical examples, it is difficult to confirm how you would apply your Scrum knowledge.

3. Use Scrum Guide language precisely

✓ Do	Use language consistent with the current Scrum Guide for events, artifacts, commitments, and accountabilities - using the correct words increases understanding and alignment within your Scrum Team.
✗ Don't	Don't use alternative phrases and words to replace Scrum events, commitments, artifacts, and accountabilities (e.g. "Daily Stand-up") - this makes it difficult to confirm your Scrum knowledge.
✗ Don't	Don't rely on outdated Scrum Guide language - how the Guide describes events, team members, artifacts, and values has evolved over time. E.g. Development Team.

Quelle: <https://www.psmiiibootcamp.com>

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Wie kann ich mich darauf vorbereiten?

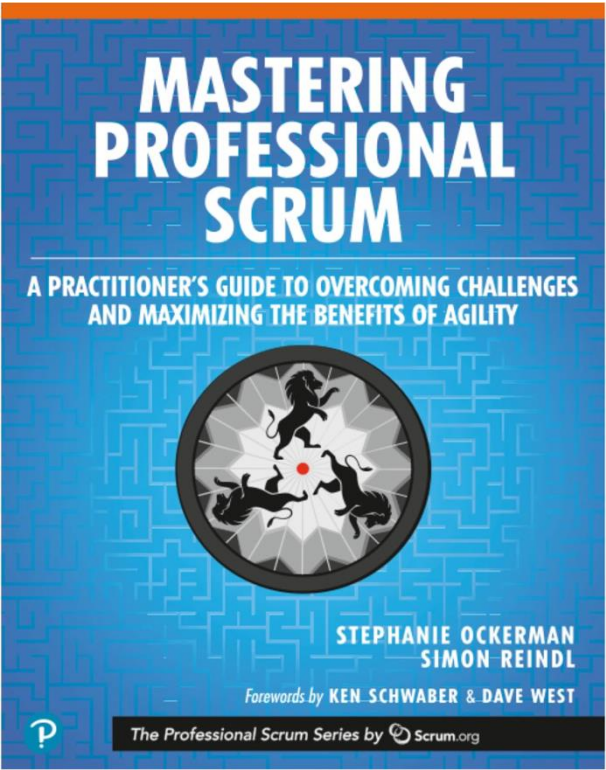
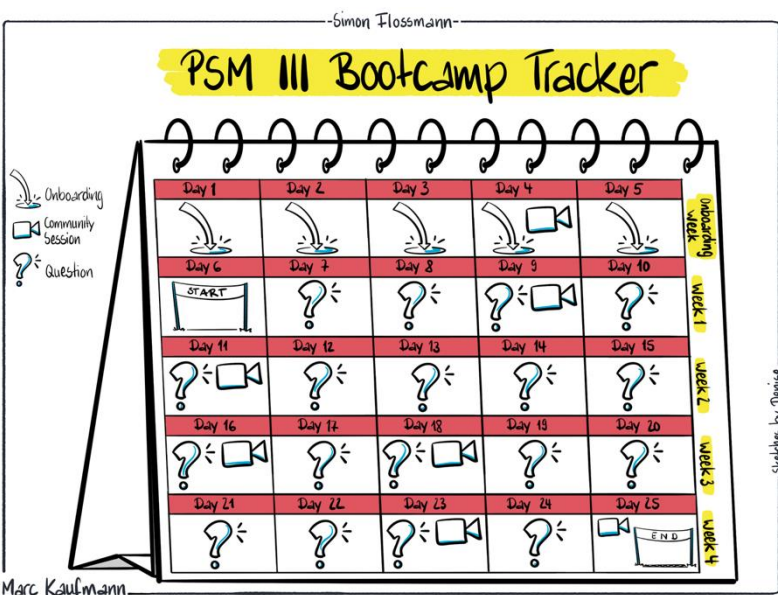


Wie kann ich mich darauf vorbereiten?

Lernen

Austauschen

Üben, üben, üben



Questions

Connect with the Scrum.org community



Forums
Scrum.org



X
@scrumdotorg



LinkedIn
LinkedIn.com/
company/
Scrum-org



Facebook
Facebook.com
/Scrum.org



RSS
Scrum.org/RSS



YouTube
@ScrumOrg





Thank you!