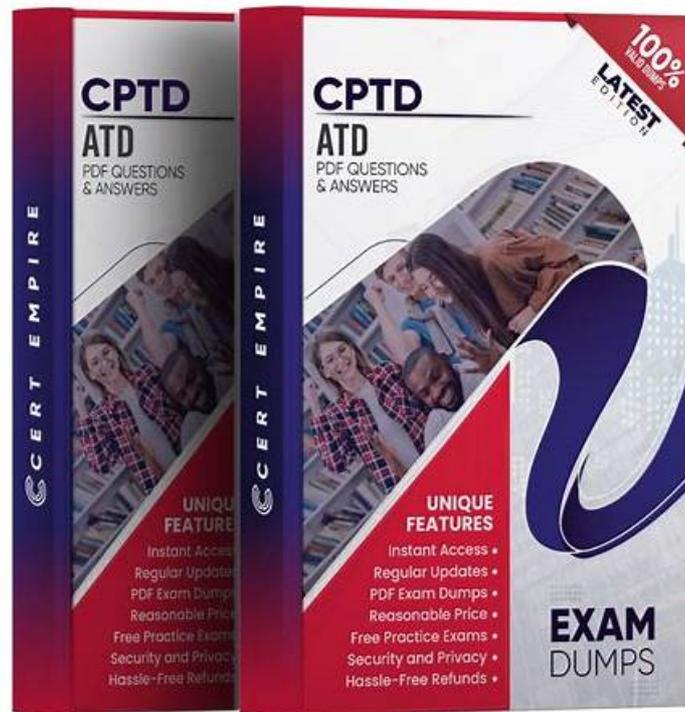


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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Building Personal Capability:</b> This section of the exam measures skills of Learning &amp; Development Specialists and covers areas that enhance individual effectiveness in talent development roles. It includes communication, emotional intelligence, collaboration, cultural awareness, project management, and ethical behavior, focusing on how professionals interact, lead, and manage themselves and others effectively within organizational contexts.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Developing Professional Capability:</b> This section of the exam measures skills of Instructional Designers and focuses on the core functions of talent development such as adult learning theories, instructional design, facilitation, use of technology, content curation, leadership development, coaching, and evaluating impact. It emphasizes designing and delivering effective learning solutions that align with learner needs and organizational goals.</li> </ul>

Topic 3	<ul style="list-style-type: none"> <li>• <b>Impacting Organizational Capability:</b> This section of the exam measures the skills of Organizational Development Consultants and involves applying talent strategies that align with business objectives. It includes business acumen, consulting, culture shaping, performance improvement, talent strategy, change management, and data analytics. The focus is on driving organizational performance and ensuring future readiness through strategic talent development.</li> </ul>
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### ATD The Certified Professional in Talent Development Sample Questions (Q106-Q111):

#### NEW QUESTION # 106

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

Step 2

The data obtained indicates that the current training focuses on defining phishing and does not provide examples or information on how to recognize it and what actions to take.

What should the TD professional do to develop this solution?

Step 3

The project team decides that test phishing emails should be created to train employees about phishing and to collect more data on the issue.

- A. Determine skills needed for the email design team.
- B. Contract with a vendor for phishing emails.
- C. Perform a needs analysis.
- **D. Establish learning objectives.**
- **E. Develop follow-up training for employees who click on the phishing emails.**

**Answer: D,E**

#### NEW QUESTION # 107

Which metric would show the most alignment with senior management and organizational goals?

- **A. Market share**
- B. Attrition
- C. Engagement
- D. Productivity

**Answer: A**

Explanation:

In strategic business alignment, Market Share is a direct top-line indicator that connects organizational performance to competitive success, as explained in the ATD Handbook.

Internal metrics like engagement or attrition are important but less visible to external success measures.

Reference: ATD Handbook for Training and Talent Development (2022), Strategic Alignment Metrics.

### NEW QUESTION # 108

A talent development (TD) professional has been asked to implement a knowledge management strategy. Which is the best first step for the TD professional to take?

- A. Determine the organization's needs
- B. Choose an information-gathering system
- C. Locate information sources
- D. Compile, confirm, and circulate documents

**Answer: A**

Explanation:

In Knowledge Management Strategy best practices from the ATD Handbook, the first step is to "understand the organizational needs and goals to ensure the KM system is targeted and useful".

Starting with technology or sources misses strategic alignment.

Reference: ATD Handbook for Training and Talent Development (2022), Knowledge Management Principles.

### NEW QUESTION # 109

Which is the best step to take first when developing leadership competencies?

- A. Research key leadership skills of similar organizations
- B. Determine what leadership abilities the organization needs
- C. Determine development needs of existing leaders in the organization
- D. Develop criteria to rate leaders at all levels in the organization

**Answer: B**

Explanation:

The ATD Talent Development Capability Model specifies that "leadership competency models must be directly tied to the unique strategic needs of the organization".

Before benchmarking or assessment, defining organizational leadership needs is essential.

Reference: ATD Talent Development Capability Model, Leadership Development Strategy.

### NEW QUESTION # 110

A company has forecasted that it will need 44 maintenance technicians in the next calendar year and an additional 20 in the year after next. The talent development (TD) team has been charged with comparing future needs with current realities to understand if any gaps in staffing are caused by skill deficiencies. Where should the TD team focus its efforts?

- A. Environmental analysis
- B. SWOT (strengths, weaknesses, opportunities, threats) analysis
- C. Workforce planning
- D. Succession planning

**Answer: C**

### NEW QUESTION # 111

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