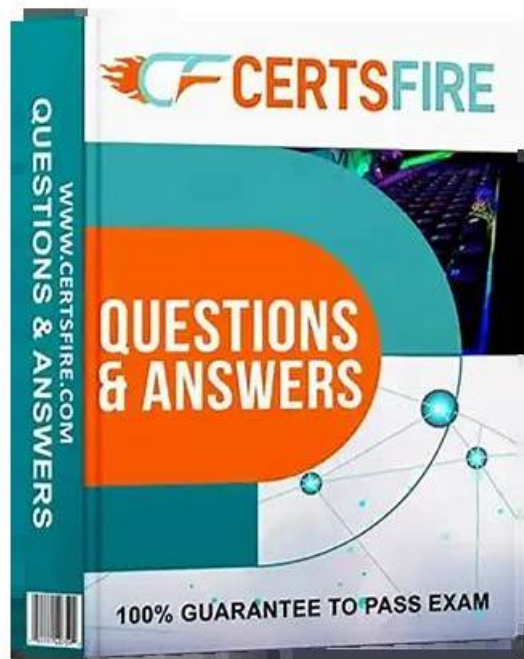


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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
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>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>

## ATD The Certified Professional in Talent Development Sample Questions (Q104-Q109):

### NEW QUESTION # 104

Which is an example of both learning through experience and learning through influence by interactions with people?

- A. Behaviorism
- **B. Constructivism**
- C. Conceptualism
- D. Relativism

**Answer: B**

### NEW QUESTION # 105

An engineering company utilizes two learning management systems (LMSs): one manages technical training, and the other manages professional development (or non-technical training) for all of the company's engineers. Over time, changes in reporting requirements have caused the use of two different systems to be difficult and time-consuming. It has been decided that a new LMS is to be selected, with a goal of improving the time constraints of using training information from both systems. A talent development (TD) professional is put in charge of facilitating the selection and implementation of the new LMS.

What should the TD professional do to facilitate the selection process?

- A. Conduct research on what systems are being used by similar companies.
- **B. Perform an environmental scan to determine the capabilities offered by different LMSs.**
- **C. Define the capabilities needed for this system, as compared to current gaps.**
- D. Select the system with the best user interface.
- E. Have a select group of end-user engineers research and make recommendations regarding the best system.
- F. Analyze consequences for keeping both systems.
- **G. Seek consensus of stakeholders on prioritization of system capabilities.**

**Answer: B,C,G**

### NEW QUESTION # 106

Which is the most effective way for a facilitator to incorporate adult learners' previous experience?

- A. Utilize case studies detailing typical experiences
- B. Provide significant practice with feedback
- C. Link objectives to internal motivators
- **D. Invite discussions on the content**

**Answer: D**

Explanation:

According to Knowles' Adult Learning Theory (referenced in the Certification Reading List: The Adult Learner, Knowles, 2015), adults "bring rich experiences into the learning environment" and "learn best when those experiences are acknowledged and integrated into the session".

Inviting discussions directly draws upon their prior knowledge, making learning personally meaningful and more effective.

Reference: The Adult Learner, Knowles (2015), Adult Learning Principles.

#### **NEW QUESTION # 107**

A course requires a participant to go on a virtual search to find a video from the company president and an electronic document outlining specific roles and responsibilities. This is an example of which of the following?

- A. Collaboration technology
- B. Synchronous learning
- **C. Electronic performance support system**
- D. Multimedia approach

**Answer: C**

Explanation:

According to Electronic Performance Support System (EPSS) definitions (Certification Reading List), EPSS "provides just-in-time information to help employees perform tasks without needing formal training sessions".

This real-time retrieval during work is the hallmark of EPSS.

Reference: Performance Improvement Quarterly, Electronic Performance Support Systems.

#### **NEW QUESTION # 108**

A talent development professional and an external training vendor have agreed to a percentage of the overall cost as profit. What is this called?

- A. Firm fixed price
- B. Performance-based fee
- **C. Cost plus incentive fee**
- D. Cost plus fixed price

**Answer: C**

Explanation:

According to ATD Project Management for Learning Professionals, a Cost Plus Incentive Fee (CPIF) contract "pays the vendor for costs incurred plus an agreed-upon incentive or profit percentage tied to cost control or results".

Firm fixed price means no adjustment based on actual costs.

Reference: Project Management for Learning Professionals (ASTD Press).

#### **NEW QUESTION # 109**

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