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ATD The Certified Professional in Talent Development Sample Questions (Q148-Q153):

NEW QUESTION # 148

A talent development (TD) professional facilitates a three-week training course for all of a company's new hires. Company onboarding guidelines state that new hires must pass the course final exam with a score of 80% or higher in order to continue in the job, but the guidelines also provide for some discretion on the part of the hiring manager. Participant A fails the final exam with a score of 78%. Participant A was frequently late to training, did not readily participate, and fell asleep twice during the course.

What should the TD professional do?

- A. Redesign the course to make it more engaging.
- B. Consult with the human resources (HR) department and the hiring manager, and offer to have Participant A retake the exam.
- C. Recommend termination of Participant A.
- **D. Document the observable behaviors, and provide these data points to the HR department and the hiring manager.**
- E. Reassess the exam scoring process.
- F. Provide the exam results to the HR department and the hiring manager.

Answer: D

NEW QUESTION # 149

When linking training design to training objectives that support Level 3 evaluation, what should the training objectives reflect?

- **A. Learning transfer**
- B. Knowledge acquisition
- C. Return on investment (ROI)
- D. Learners' reactions

Answer: A

Explanation:

Kirkpatrick's Four Levels explain that Level 3 (Behavior) evaluates whether learner transfer what they learned into their job behavior. Thus, objectives must focus on real-world application, not just knowledge retention.

Reference: Kirkpatrick's Four Levels of Training Evaluation (2016).

NEW QUESTION # 150

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

Answer: B

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 # 151

An organization with offices in four countries must comply with a new policy within three months, and a talent development professional is tasked with creating training for the new policy. There is no additional budget for this training. Which is the best option for training employees?

- A. Broadcast a video with policy information and a message from senior management in support of the policy, and use a quiz to confirm learning transfer.
- B. Offer in-person courses multiple times in each office so everyone is able to attend, and provide printed job aids.
- **C. Provide an asynchronous online course with information about the new policy, and use a quiz to confirm learning transfer.**
- D. Conduct a live webinar that is recorded and shared with anyone who could not attend, and distribute a handout electronically.

Answer: C

NEW QUESTION # 152

What is the best way a talent development professional can create a strong business case for continuing an existing training program?

- A. Review end-of-course evaluations to assess participant reactions
- **B. Show how the training program contributed to the achievement of business objectives**
- C. Demonstrate how the training program improved on-the-job performance
- D. Compare the amount of money spent on the program with that spent on other training programs

Answer: B

Explanation:

ATD's Guide to Business Cases states: "The strongest business case ties the training program directly to the achievement of key business goals or results".

Participant satisfaction or costs are secondary to business impact.

Reference: ATD Handbook, Business Case Development for TD Programs.

NEW QUESTION # 153

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