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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>

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## 2026 CPTD: Newest Guaranteed The Certified Professional in Talent Development Success

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## ATD The Certified Professional in Talent Development Sample Questions (Q56-Q61):

### NEW QUESTION # 56

In designing a training program, a talent development professional would like to include post-training skill reinforcement. Which would be the most effective way to reinforce the learning?

- A. Send out periodic skills application surveys to the participants and their managers.
- **B. Provide follow-up activities on a regular basis to participants and their managers.**
- C. Make podcasts on the same topics available to the participants on an ongoing basis.
- D. Ask participants to provide a written commitment to apply the skills learned.

**Answer: B**

### NEW QUESTION # 57

A talent development (TD) professional has gained upper management's support to introduce individual development plans (IDPs) as a tool for employee development. Which first steps should the TD professional take to launch a successful IDP program?

- A. First link the IDP framework to the organization's mission statement; second collect and share data to show executives the impact of IDPs on employee skills development and attrition
- B. First, create a company-wide communications plan to promote the program launch; second, educate employees on goal-setting best practices as they complete their IDPs
- C. First, create an IDP framework and formal check-in timeline; second require managers to submit IDP progress reports on a quarterly basis or risk having their network access blocked
- **D. First, create an IDP framework that links to the organization's business strategy; second, support and educate managers on their role as they initiate the process with their direct reports**

**Answer: D**

Explanation:

The ATD Talent Development Capability Model explains under Career & Leadership Development that effective individual development planning "must link to the organization's strategic goals and must be manager-driven to ensure relevance and commitment". Educating managers helps embed IDPs into ongoing performance management processes, ensuring they are not seen as an HR formality.

Reference: ATD Talent Development Capability Model, Career and Leadership Development capability.

### NEW QUESTION # 58

Which is a benefit of Six Sigma methodology?

- A. It creates awareness and a sense of urgency
- B. It clarifies business strategy
- **C. It reduces business cycle times**
- D. It analyzes key aspects of the corporate culture

**Answer: C**

### NEW QUESTION # 59

What is the primary reason to include publicly available online resources in learning solutions?

- **A. To provide context and opportunities for additional insight and application**
- B. To give learners an opportunity to reflect at their own pace and with introspection
- C. To promote an open, unstructured learning environment by using crowdsourcing
- D. To develop additional resources that were not covered in the core content

**Answer: A**

Explanation:

The correct answer is B because publicly available online resources are primarily used to enrich learning by providing additional context, perspectives, and opportunities for learners to deepen understanding and apply knowledge. Within the CPTD Developing Professional Capability domain, especially Instructional Design (2.2) and Knowledge Management (2.5), talent development professionals are expected to curate and integrate relevant external content that enhances learning outcomes and supports transfer of learning to real-world situations.

Option A is partially true but too narrow; the goal is not simply to fill gaps in content but to enhance and extend learning. Option C is incorrect because unstructured crowdsourcing may reduce alignment with learning objectives. Option D relates more to self-paced learning strategies rather than the purpose of including external resources.

By incorporating credible online materials—such as articles, videos, and case studies—TD professionals create richer, more engaging learning experiences that support application, critical thinking, and continuous learning, aligning with ATD best practices for effective instructional design.

### NEW QUESTION # 60

A small company has just established its first talent development (TD) department and hired its first TD manager. Which action should the TD manager take early on to create a strong learning culture?

- A. Organize functions to introduce and explain the TD manager's role in the company
- **B. Execute activities to inspire a positive attitude and growth mindset in the company**
- C. Benchmark with other organizations for advice on how they established a strong TD department
- D. Develop communications to encourage leadership support for the TD function

**Answer: B**

Explanation:

The ATD Talent Development Capability Model emphasizes that "building a learning culture starts with fostering a growth mindset and positive orientation toward learning among employees and leaders".

Technical structures come later.

Reference: ATD Talent Development Capability Model, Building a Learning Culture.

### NEW QUESTION # 61

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