

CPTD Prüfungsinformationen - CPTD Prüfung



P.S. Kostenlose 2026 ATD CPTD Prüfungsfragen sind auf Google Drive freigegeben von ZertSoft verfügbar:
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Sorgen Sie noch um die Prüfungsunterlagen der ATD CPTD? Jetzt brauchen Sie keine Sorgen! Weil uns zu finden bedeutet, dass Sie schon die Schlüssel zur Prüfungszertifizierung der ATD CPTD gefunden haben. Wir ZertSoft beschäftigen uns seit Jahren mit der Entwicklung der Software der IT-Zertifizierungsprüfung. Jetzt genießen wir einen guten Ruf weltweit. Wir bieten Ihnen die effektivsten Hilfe bei der Vorbereitung der ATD CPTD.

ATD CPTD Prüfungsplan:

Thema	Einzelheiten
Thema 1	<ul style="list-style-type: none">• Impacting Organizational Capability: 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.
Thema 2	<ul style="list-style-type: none">• Building Personal Capability: This section of the exam measures skills of Learning & 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.
Thema 3	<ul style="list-style-type: none">• Developing Professional Capability: 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.

CPTD Trainingsmaterialien: The Certified Professional in Talent Development & CPTD Lernmittel & ATD CPTD Quiz

Wenn Sie die Zertifizierungsprüfung für ATD CPTD einmalig bestehen oder Ihre IT-Fähigkeiten erhöhen wollen, ist ZertSoft Ihre beste Wahl. Nach langjährigen Bemühungen beträgt die Bestehensrate der ATD CPTD Prüfung bereits 100%. Unsere Schulungsunterlagen zur ATD CPTD Prüfung enthalten vollständige und grenzlose Dumps, mit denen Sie ganz einfach die CPTD Prüfung bestehen können.

ATD The Certified Professional in Talent Development CPTD Prüfungsfragen mit Lösungen (Q128-Q133):

128. Frage

When following an organizational diagnosis model, which two variables that impact an organization would most appropriately be examined at both the organizational and group levels?

- A. Structure and group composition
- B. Processes and individual motivation
- **C. Culture and technology**
- D. Group behavior and individual attitudes

Antwort: C

Begründung:

According to Organizational Diagnosis Models (CPTD Outline), "Culture and technology operate at both macro (organization-wide) and micro (team or department) levels".

Both deeply shape how work gets done across layers.

Reference: CPTD Detailed Content Outline, Organizational Systems Diagnosis.

129. Frage

In project management, which is a best practice prior to creating a communication plan?

- **A. Analyze the needs of the stakeholders**
- B. Select the primary communication method
- C. Manage the expectations of the stakeholders
- D. Identify the primary communicator

Antwort: A

Begründung:

According to PMBOK Guide and ATD Project Management Materials, "communication planning must begin with analyzing stakeholder needs—understanding their expectations, information requirements, and communication preferences".

Without needs analysis, communication will miss targets.

Reference: PMBOK Guide, Communication Management Chapter.

130. Frage

A talent development (TD) professional has been asked to present new call center techniques to a customer service group. During a break, a participant says the information is being presented too quickly for the group to understand. Which technique should the TD professional use to monitor the situation and modify the training?

- A. Condense the material and only present the basic techniques
- **B. Scan for audience learning reactions and adjust accordingly**
- C. Administer a quiz to evaluate group knowledge of the techniques
- D. Express the need for follow-up training to the manager

Antwort: B

Begründung:

ATD's Handbook for Training and Talent Development(2022) explains that "effective facilitators continuously scan for learner engagement and comprehension indicators during delivery".

This real-time adjustment based on learner feedback ensures pacing, delivery, and comprehension stay on track, preventing learning loss. Adjusting mid-course is a critical facilitation skill.

Reference:ATD Handbook for Training and Talent Development (2022), Training Delivery section.

131. Frage

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.

Participant B fails the final exam with a score of 60%. Participant B arrived early every day during training to request additional help, actively participated in group activities, took copious notes, and got along with everyone in the course.

What should the TD professional do?

Over the past six months, 40% of new hires have failed the final exam. The human resources manager questions why the failure rate is so high and asks the TD professional to assess the training course.

- A. Revise the training to be more interactive.
- B. Change the percentage of correct answers required to pass the final exam
- C. Compare the course's learning objectives to the knowledge, skills, and abilities covered in the final exam
- D. Conduct an item analysis on the final exam
- E. Conduct a survey of failed candidates.
- F. Review and update the course's learning objectives.

Antwort: C,D

132. Frage

A talent development (TD) professional has been asked to create a training program. The focus of the training is to motivate employees to be leaders in their regions and help the organization work toward its strategic priorities. The TD professional knows that the learners will vary in their ability to learn and their prior knowledge, but they are motivated. What is the best action for the TD professional to take to ensure successful learning transfer?

- A. Send a survey to all learners before the in-person session to help determine their prior knowledge, and provide a summary of the session's key points after the training
- B. Ensure that each training room has a clean and welcoming environment and create extra sessions for any learners who would like to discuss topics further in smaller groups
- C. Create online learning prior to the in-person session to explain why this training is important to the organization and how it could benefit the learners personally
- D. Request that all learners take an online course with basic information prior to the in-person session and create activities that allow participants opportunities to practice what they are learning throughout the training

Antwort: D

Begründung:

According to Make It Stick(Certification Reading List), "Pre-training preparation combined with distributed practice activities during training strongly enhances learning transfer".

Active, spaced engagement beats passive attendance.

Reference:Make It Stick: The Science of Successful Learning (Brown, Roediger, McDaniel).

133. Frage

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Um die ATD CPTD Zertifizierungsprüfung zu bestehen, brauchen Sie viel Zeit und Energie. Dabei müssen Sie auch großes Risiko tragen. Wenn Sie ZertSoft wählen, können Sie mit wenigem Geld die ATD CPTD Prüfung einmal bestehen. Ich meine, dass ZertSoft heutzutage die beste Wahl für Sie ist, wo die Zeit sehr geschätzt wird. Außerdem ist ZertSoft eine der vielen Websites, die

