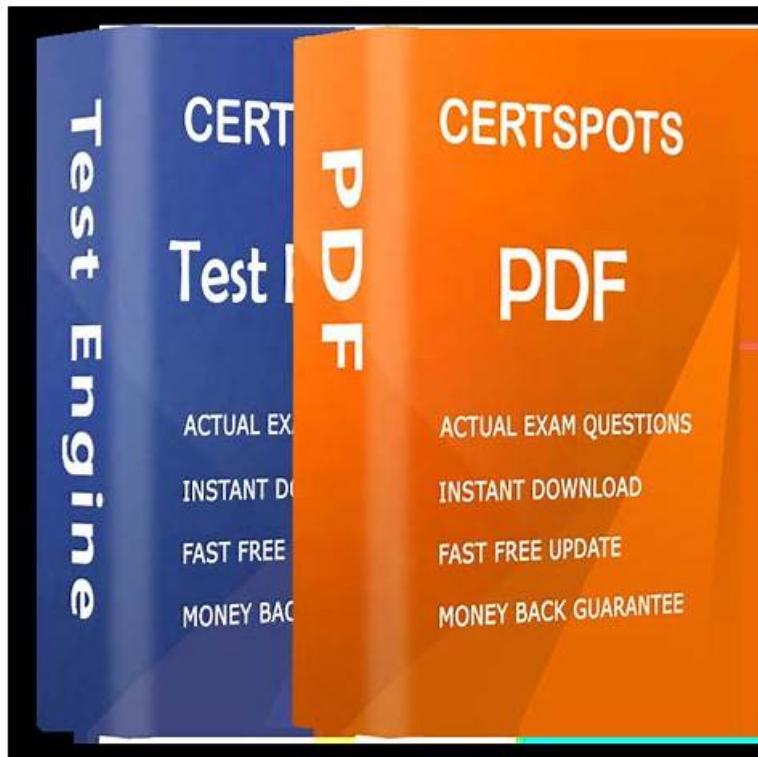# Best Way To Ensure Success With ATD CPTD Exam Questions

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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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.
Topic 3	• 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q139-Q144):

NEW QUESTION # 139
Who is responsible for learning in the inclusive leadership theory?

- A. Organization and managers
- B. Organization and employees
- C. Human resources leadership and employees
- D. Employees and managers

Answer: A

Explanation:
Inclusive Leadership Models(ATD Inclusion Training Guide) assert: "Learning responsibility falls jointly on organizational leadership to set inclusive structures, and on managers to model inclusive behaviors".
Employees are not solely responsible; leadership must drive inclusion.
Reference:ATD Handbook, Building Inclusive Leadership.

NEW QUESTION # 140
A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).
The TD professional determines that the team members are not motivated to use the KMS because they find it too time-consuming to access useful information.
The TD professional implements strategies to engage and motivate the cloud services team members in using the KMS. The TD professional now wants to enlist the cloud services managers to ensure continued use of the KMS by the team members.
What should the TD professional do?

- A. Request that managers be provided with regular reports on KMS usage by their team members.
- B. Have managers sign a contract to ensure they will support the KMS effort to the fullest extent.
- C. Recommend that manager bonuses be tied to usage statistics.
- D. Encourage managers to recognize and reward team members who increase their KMS usage appropriately.
- E. Create opportunities for managers to share best practices and brainstorm solutions to challenges.
- F. Suggest that the human resources team add a line to manager job descriptions stating their responsibility for creating a culture of knowledge sharing.
- G. Provide all managers with a brief guide on follow-up techniques to use with their teams.

Answer: D

NEW QUESTION # 141
An organization is using Kotter's eight-step process during a change management initiative. Which action best supports creating a vision for change?

- A. Develop a summary of how the change will support the organization's values and provide improvements.
- B. Secure a commitment from key stakeholders and leaders within the organization to help lead the change.

- C. Identify people who are resisting the changes and help them see what is needed to make the change happen.
- D. Link organizational goals, employee recruitment, training, and performance reviews to the desired change.

Answer: A

NEW QUESTION # 142

Which evaluation technique should an organization use to analyze and improve error rates and defects?

- A. Six Sigma
- B. Return on investment (ROI)
- C. Benchmarking
- D. Flowchart diagram

Answer: A

Explanation:
Six Sigma focuses specifically on reducing errors, variation, and defects in processes according to the DMAIC model (Define, Measure, Analyze, Improve, Control).
Benchmarking compares across companies but doesn't directly reduce defects.
Reference: Six Sigma for Training and Development (ASTD Press).

NEW QUESTION # 143

A talent development (TD) manager at a company decides to purchase a training course that will be customized by the vendor. A firm deadline must be met for course delivery. Which approach to contracting should the TD manager use?

- A. Cost plus incentive fee
- B. Cost plus fixed fee
- C. Performance-based pricing
- D. Fixed-base pricing

Answer: D

NEW QUESTION # 144

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