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## Get to Know the Real Exam with ExamsLabs ATD CPTD Practice Test

Candidates who become ATD CPTD certified demonstrate their worth in the ATD field. CPTD certification is proof of their competence and skills. This is a highly sought after credential and it makes career advancement easier for the candidate. To become ATD CPTD Certified, you must pass the The Certified Professional in Talent Development (CPTD) Exam. For this task, you need actual and updated CPTD Questions.

## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
Topic 2	<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 3	<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>

## ATD The Certified Professional in Talent Development Sample Questions (Q21-Q26):

### NEW QUESTION # 21

Which is a component of an e-learning storyboard?

- **A. Voice-over narration**
- B. Usability testing
- C. Mobile strategy
- D. Technology analysis

**Answer: A**

Explanation:

An e-learning storyboard, per the ATD Instructional Design Certificate Program, includes "content, visuals, interactions, assessments, and narration text/scripts".

Voice-over narration is scripted directly into the storyboard document before development.

Reference: ATD Instructional Design Certificate.

### NEW QUESTION # 22

Which is the most effective approach for a talent development professional to test and evaluate learning management systems (LMSs)?

- **A. Request access to each LMS for the review team to test out the system's functionality and features**
- B. Request a list of available features so functional experts can conduct an evaluation of each LMS
- C. Ask for an online demonstration of each LMS for executives and managers of the organization
- D. Set up a site visit to each vendor's location so that key administrators can experience a live demonstration of the LMS

**Answer: A**

Explanation:

LMS Evaluation Best Practices from the ATD Handbook state: "Hands-on testing by end users and administrators is the most reliable way to evaluate LMS performance, usability, and suitability for the organization".

Demos often hide shortcomings; direct access reveals the real experience.

Reference: ATD Handbook for Training and Talent Development (2022), Learning Technologies Selection.

### NEW QUESTION # 23

At the end of a course, the instructor provides a tip sheet with diagrams on how to configure an application. Which of Gagne's events is the instructor applying?

- A. Deliver and implement content.
- B. Provide feedback.
- C. Assess performance.
- **D. Enhance retention and transfer.**

**Answer: D**

Explanation:

The correct answer is D because providing a tip sheet at the end of a course helps learners retain what they learned and transfer it to the job. In Gagne's Nine Events of Instruction, the final event is enhance retention and transfer, which supports learners after instruction by helping them apply knowledge or skills in real-world situations. A diagram-based tip sheet acts as a job aid or performance support tool, reminding learners how to complete the application configuration task after training.

This aligns with CPTD Professional Capability, especially Learning Sciences and Instructional Design, where TD professionals apply learning theories and design assets that support desired learning and behavioral outcomes. Option A refers to presenting content during instruction. Option B involves checking whether learners can perform the task. Option C involves giving information about learner performance. Since the tip sheet is provided after the course to reinforce application and support workplace use, it best represents enhancing retention and transfer.

#### **NEW QUESTION # 24**

After collecting evaluation data using a detailed questionnaire, what data display should be used in the first stage of the analysis?

- A. One-way table
- **B. Frequency table**
- C. Box plot
- D. Line graph

**Answer: B**

Explanation:

Data & Analytics basics from CPTD Outline state that "early-stage analysis uses frequency tables to organize survey results by showing how often each response occurred".

It's the most fundamental first step before more complex analysis.

Reference: CPTD Detailed Content Outline, Data Presentation and Analysis.

#### **NEW QUESTION # 25**

A talent development (TD) professional has been asked to evaluate the capability of an organization's employees to move into positions of greater responsibility when required. The deliverable will be a report on the skill sets for succession in the organization. What would be the most effective approach for the TD professional to take?

- **A. Research and recommend an assessment process such as a 360-degree assessment or a psychometric assessment; review data contained in the performance management system, including past performance reviews**
- B. Send a survey asking about future leadership potential and interest from employees; follow up with a group discussion for those expressing interest in a leadership position
- C. Hold focus groups with employees interested in leadership positions to identify potential leaders; meet with senior leaders individually to discuss who they feel could take on greater responsibility within the organization
- D. Review company training records for past training attendance in leadership sessions; review project committees and leadership roles taken in the committees

**Answer: A**

Explanation:

According to Succession Planning Best Practices (ATD Handbook), "Combining objective assessments (360-degree or psychometric) with performance review data creates the most complete, unbiased profile of leadership readiness".

Self-reports alone are insufficient.

Reference: ATD Handbook, Succession Planning Methods.

## NEW QUESTION # 26

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