

주제 2	<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.
주제 3	<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.

>> CPTD시험패스 인증공부 <<

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최신 Talent Development CPTD 무료샘플문제 (Q146-Q151):

질문 # 146

Which is the best quality improvement tool for a team that is ready to design a flowchart for a new product release?

- A. Cause-effect diagram
- B. Pareto chart
- C. Process map
- D. Fishbone diagram

정답: C

설명:

According to Quality Tools for Process Improvement (Certification Reading List), "a process map or flowchart is the best tool to visually depict sequential steps in a process for design, communication, and improvement".

Fishbone diagrams diagnose causes, not process flows.

Reference: The Memory Jogger II: Quality Tools for Process Improvement.

질문 # 147

Which organizational attribute is most likely to undermine the long-term success of a talent development initiative?

- A. Onboarding process
- B. Company culture
- C. Professional development
- D. Retention policy

정답: B

설명:

ATD's Organizational Development resources state that "an organization's culture - shared beliefs, norms, and behaviors - can support or sabotage even the best talent development strategies".

Without cultural alignment, even well-designed programs struggle.

Reference: ATD Handbook for Training and Talent Development (2022), Organizational Culture.

질문 # 148

A claims employee at an insurance company is transferred to the talent development (TD) department. This new TD team member has previously delivered departmental on-the-job training on an informal basis, but does not have any formal TD training. A TD manager has been assigned to help the new TD team member develop TD skills.

Several years have passed, and the former claims employee is now an experienced TD professional. The TD manager asks this TD professional to create a training plan for a new claims process. Some claims employees work remotely in three different countries. The TD manager requests a draft of the training plan in 30 days.

The TD manager approves the TD professional's training plan draft. What should the TD professional do to implement this project?

- A. Schedule training sessions.
- B. Schedule regular project status meetings.
- C. Complete a SWOT (strengths, weaknesses, opportunities, threats) analysis.
- **D. Prepare a communication plan for stakeholders.**
- E. Determine the project resources needed.
- F. Create a project definition checklist.
- G. Rotate project members on and off the project team.
- H. Define project roles.

정답: D

질문 # 149

A new manager has a team comprised of four different generations of employees. Which action by the manager would be most likely to minimize intergenerational conflict within the team?

- A. Poll each team member
- B. Listen actively to each team member
- **C. Acknowledge the diverse viewpoints of each team member**
- D. Define what is important to each team member's generation

정답: C

설명:

According to the ATD Talent Development Capability Model under Cultural Awareness, minimizing generational conflict requires recognizing and acknowledging diverse perspectives rather than stereotyping or categorizing by generation.

Building awareness and respect for different values and communication styles is fundamental.

Reference: ATD Talent Development Capability Model, Personal Capability - Cultural Awareness.

질문 # 150

Who is responsible for learning in the inclusive leadership theory?

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

정답: D

설명:

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.

질문 # 151

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