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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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.
Topic 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q60-Q65):

NEW QUESTION # 60

According to Rummler and Brache's performance variables model, which finding suggests a performance breakdown at the organization level?

- A. Job titles are not clearly defined for employees of the shipping department
- **B. Operating strategies have caused delays in routing orders to the correct recipients**
- C. Low-performing employees are not cited for poor performance
- D. Equipment placement has caused some delays in manufacturing

Answer: B

Explanation:

Rummler and Brache's Performance Model differentiates levels: "Organization-level breakdowns are reflected in strategic misalignment, such as poorly designed operating strategies".

Equipment or job clarity issues are process- or job-level.

Reference: Improving Performance: How to Manage the White Space on the Organization Chart, Rummler & Brache.

NEW QUESTION # 61

Which statement best describes D.E. Super's theory of career development?

- A. It states that career choice is determined through interviews that deal with six types of work environments
- **B. It emphasizes that choice of occupation is highly influenced by a person's self-image**
- C. It uses concepts from psychology and is considered behavioral career counseling
- D. It uses tests that are based on individual interests to determine best career choice

Answer: B

Explanation:

Super's Life-Span, Life-Space Theory (Career Development Theory Certification Reading) states: "Career choice and development are heavily influenced by the individual's self-concept evolving over time".

Self-image matching to occupational roles is central to his theory.

Reference: Career Development Theory, Donald Super.

NEW QUESTION # 62

When establishing a talent development (TD) department, how would the TD director best align the department's role to achieve the business strategy?

- A. Develop a strategic workflow that includes daily, weekly, monthly, and quarterly tasks that cover all training and development disciplines
- **B. Create a mission statement that explicitly states the department's endeavor to provide learning solutions that produce meaningful business results**
- C. Implement a strategy to recruit and hire a staff of TD professionals skilled in instructional design, e- learning software, facilitation, and evaluation
- D. Identify a learning management system that specifically tracks the number of learning solutions that are created for the business units

Answer: B

Explanation:

The ATD Talent Development Capability Model advises that "creating a mission aligned with business outcomes is critical to gain support and ensure that TD activities are viewed as strategic contributors rather than tactical service providers".

Mission-first approach is foundational.

Reference: ATD Talent Development Capability Model, Strategic Alignment.

NEW QUESTION # 63

Which metric would show the most alignment with senior management and organizational goals?

- A. Productivity
- B. Attrition
- C. Engagement
- **D. Market share**

Answer: D

Explanation:

In strategic business alignment, Market Share is a direct top-line indicator that connects organizational performance to competitive success, as explained in the ATD Handbook.

Internal metrics like engagement or attrition are important but less visible to external success measures.

Reference: ATD Handbook for Training and Talent Development (2022), Strategic Alignment Metrics.

NEW QUESTION # 64

Which learning concept is best exemplified by the question, "Why do I need to know this?"

- A. Gagne's nine levels of learning
- **B. Knowles's adult learning theory**
- C. Mager's criterion-referenced instruction approach
- D. Bloom's taxonomy

Answer: B

Explanation:

Malcolm Knowles's Andragogy Model explains that "adult learners are motivated to learn when they see immediate relevance to their life or work tasks".

Answering "Why?" is central to adult learning.

Reference: The Adult Learner, Malcolm Knowles.

NEW QUESTION # 65

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