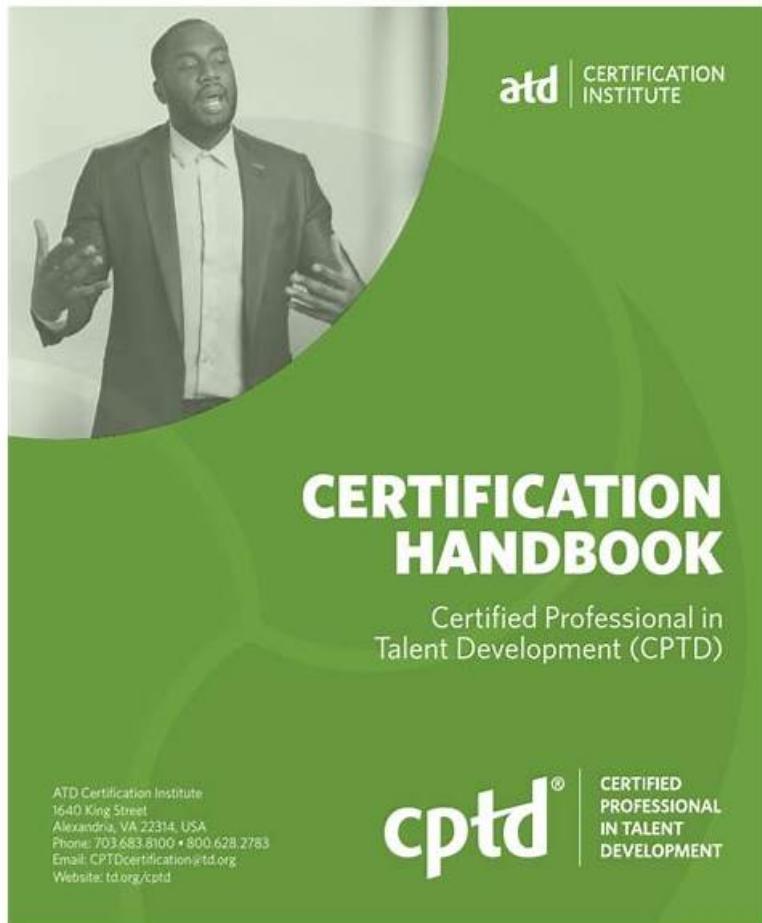


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ATD CPTD 考試大綱：

主題	簡介
主題 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.

主題 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.
主題 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.

>> 新版CPTD題庫上線 <<

CPTD認證考試解析 & 最新CPTD考證

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最新的 Talent Development CPTD 免費考試真題 (Q58-Q63):

問題 #58

A talent development (TD) professional has recently joined an organization and needs to develop the organization's learning strategy. The TD professional has scheduled one-on-one interviews with the various senior leaders. Which question would be most important for the TD professional to include in the interview protocol?

- A. What are the main opportunities and challenges to achieve the organization's goals?
- B. What government regulations impact the organization's business outcomes?
- C. What are the intended learning outcomes for the organization's teams and individuals?
- D. What are the main strengths of the organization's key competitors?

答案: A

問題 #59

Which statement should be included in an employee engagement survey to best understand company culture?

- A. I understand the needs of my customers.
- B. I receive a competitive benefits package.
- C. I am empowered to make decisions.
- D. My job makes good use of my skills.

答案: C

問題 #60

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.

What should the TD professional do?

- A. Document the observable behaviors, and provide these data points to the HR department and the hiring manager.

- B. Provide the exam results to the HR department and the hiring manager.
- C. Recommend termination of Participant A.
- D. Reassess the exam scoring process.
- E. Redesign the course to make it more engaging.
- F. Consult with the human resources (HR) department and the hiring manager, and offer to have Participant A retake the exam.

答案: A

問題 #61

Which is an example of both learning through experience and learning through influence by interactions with people?

- A. Behaviorism
- B. Conceptualism
- C. Relativism
- D. **Constructivism**

答案: D

問題 #62

In analyzing job performance, a talent development professional identifies that while workers know the process for building products, they are not following it every time, leading to an increase in quality defects.

Which layer of the modern learning ecosystem is most likely to influence compliance with expected safety protocols?

- A. Performance support
- B. **Management support**
- C. Formal training
- D. On-demand training

答案: B

解題說明:

ATD Modern Learning Ecosystem(Certification Reading List) highlights that "management reinforcement is critical to ensure consistent application of processes, especially in high-risk fields like manufacturing and safety".

Performance support helps, but without management emphasis, behaviors erode overtime.

Reference:ATD Handbook, Management Support in the Learning Ecosystem

問題 #63

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