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ATD The Certified Professional in Talent Development Sample Questions (Q12-Q17):

NEW QUESTION # 12

Which learning objective domain is most difficult to observe and measure?

- **A. Affective**
- B. Cognitive
- C. Interpersonal
- D. Psychomotor

Answer: A

Explanation:

The ATD Handbook and Bloom's Taxonomy explain that the Affective domain (attitudes, values, feelings) is "the most challenging to measure because changes are internal and often not immediately observable".

Cognitive (knowledge) and psychomotor (skills) are easier to test objectively.

Reference: Bloom's Taxonomy of Educational Objectives.

NEW QUESTION # 13

A talent development (TD) professional is starting to plan an organizational development strategy. Which task should the TD professional perform first?

- A. Define the goals of the strategy
- B. Make an itemized budget
- C. Specify the skills that will be developed by the participants
- D. Determine the scope of the learning plan

Answer: A

Explanation:

In the ATD Talent Development Capability Model, under Organization Development & Culture, the first critical step to designing any strategy is "defining clear business-aligned goals and objectives to ensure the effort addresses the true needs of the organization".

Without clear goals, subsequent decisions about scope, design, and budget risk being misaligned with organizational priorities.

Reference: ATD Talent Development Capability Model, Organization Development & Culture capability.

NEW QUESTION # 14

An organization with high turnover had attempted to reduce turnover by increasing wages and paid time off. A year later, the turnover rate had not changed. Which is the best approach for solving the issue?

- A. Organizational change theory
- B. Complexity theory
- C. Systems thinking
- D. Six Sigma

Answer: C

Explanation:

As per the CPTD Detailed Content Outline(2020), within Impacting Organizational Capability, using systems thinking is emphasized to solve complex organizational issues. Systems thinking "recognizes that organizational challenges are rarely isolated but are instead interconnected with multiple causes and effects.

Solutions must address the full system, not just surface-level symptoms".

Simply adjusting wages addresses only a symptom. Systems thinking would analyze broader causes like leadership quality, job design, communication, or growth opportunities influencing turnover.

Reference: CPTD Detailed Content Outline, Domain 3: Impacting Organizational Capability, Systems Thinking.

NEW QUESTION # 15

Which approach would be most effective for managers to improve feedback conversations with their direct reports?

- A. Adapt feedback to the individual's needs
- B. Homogenize feedback as much as possible
- C. Always deliver feedback in a private setting
- D. Schedule time daily for feedback sessions

Answer: A

Explanation:

Coaching and Feedback Best Practices from the ATD Handbook recommend that "effective feedback must be customized to the individual's communication preferences and motivational needs to be most effective".

Rigid feedback approaches reduce engagement.

Reference: ATD Handbook for Training and Talent Development (2022), Feedback Skills.

NEW QUESTION # 16

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). What should the TD professional do?

- A. Recommend restructuring the content in the KMS, including its organization and presentation.
- B. Recommend replacing the existing KMS.
- C. Benchmark with other organizations to determine how they use their KMS.
- D. Conduct interviews with current users to understand utilization behaviors.
- E. Perform a mandatory retraining on the KMS.
- F. Survey team members to determine their understanding of how to utilize the KMS.
- G. Perform a root cause analysis of the work performance issue.
- H. Investigate barriers to team members accessing and using the KMS.

Answer: F,H

NEW QUESTION # 17

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