

100% Pass 2026 CPTD: The Certified Professional in Talent Development–High Hit-Rate Latest Exam Answers



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ATD The Certified Professional in Talent Development Sample Questions (Q10-Q15):

NEW QUESTION # 10

A talent development (TD) manager at a company decides to purchase a training course that will be customized by the vendor. A firm deadline must be met for course delivery. Which approach to contracting should the TD manager use?

- A. Performance-based pricing
- B. Cost plus incentive fee
- C. Cost plus fixed fee
- D. Fixed-base pricing

Answer: D

NEW QUESTION # 11

A project manager just learned of a significant delay in meeting a project milestone. Which option would be best for communicating information about the delay to external stakeholders dispersed across multiple time zones?

- A. Text an instant message to targeted stakeholders to explain the delay situation
- B. Call each targeted stakeholder on the telephone and verbally explain the delay situation
- C. Schedule a web conference to explain the delay situation with the targeted stakeholders simultaneously
- **D. Send an email to all of the targeted stakeholders to explain the delay situation**

Answer: D

Explanation:

As per the CPTD Outline on Communication Skills, best practices for dispersed audiences across time zones include "written communication such as emails to ensure consistent, documented, asynchronous communication across different working hours".
Reference: CPTD Detailed Content Outline, Communication and Stakeholder Engagement.

NEW QUESTION # 12

An organization is using Kotter's eight-step process during a change management initiative. Which action best supports creating a vision for change?

- A. Secure a commitment from key stakeholders and leaders within the organization to help lead the change.
- B. Link organizational goals, employee recruitment, training, and performance reviews to the desired change.
- **C. Develop a summary of how the change will support the organization's values and provide improvements.**
- D. Identify people who are resisting the changes and help them see what is needed to make the change happen.

Answer: C

NEW QUESTION # 13

A talent development (TD) professional is working as an independent consultant for a company. The TD professional signs a nondisclosure agreement and gains access to protected company data and information.

Which type of law would the TD professional most likely be breaking if the information is misused?

- A. Intellectual property law
- B. Fair use law
- **C. Trade secret law**
- D. Copyright law

Answer: C

Explanation:

Per the ATD Handbook: "Misuse of protected proprietary information - such as client lists, formulas, business strategies - falls under trade secret law, not general copyright or IP law".

Trade secret violations occur when confidential business information is disclosed without permission.

Reference: ATD Handbook for Training and Talent Development (2022), Compliance and Ethics.

NEW QUESTION # 14

A company has forecasted that it will need 44 maintenance technicians in the next calendar year and an additional 20 in the year after next. The talent development (TD) team has been charged with comparing future needs with current realities to understand if any gaps in staffing are caused by skill deficiencies. Where should the TD team focus its efforts?

- A. SWOT (strengths, weaknesses, opportunities, threats) analysis
- B. Environmental analysis
- **C. Workforce planning**
- D. Succession planning

Answer: C

NEW QUESTION # 15

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Adam: In general, most of the questions are CPTD Latest Exam Dumps all over the place, Creating a Container for the 'SectorVisual' Class, If you are using our practice material for Talent Development exam, then you will be able to get free updates on all the CPTD Training Material.

As the saying goes, to sensible men, every day is a day of reckoning.

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