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ATD The Certified Professional in Talent Development Sample Questions (Q144-Q149):

NEW QUESTION # 144

A talent development (TD) professional has been asked to present new call center techniques to a customer service group. During a break, a participant says the information is being presented too quickly for the group to understand. Which technique should the TD professional use to monitor the situation and modify the training?

- A. Administer a quiz to evaluate group knowledge of the techniques
- B. Express the need for follow-up training to the manager
- C. Condense the material and only present the basic techniques
- **D. Scan for audience learning reactions and adjust accordingly**

Answer: D

Explanation:

ATD's Handbook for Training and Talent Development(2022) explains that "effective facilitators continuously scan for learner engagement and comprehension indicators during delivery".

This real-time adjustment based on learner feedback ensures pacing, delivery, and comprehension stay on track, preventing learning loss. Adjusting mid-course is a critical facilitation skill.

Reference:ATD Handbook for Training and Talent Development (2022), Training Delivery section.

NEW QUESTION # 145

A loan manager in a large bank accessed a direct report's personal bank account in the bank's system out of curiosity. This direct report became aware of the unauthorized account access and consulted the human resources (HR) department. The HR manager initiates an ethics investigation and also asks the talent development (TD) department to determine whether a training solution is needed. The TD professional assigned to this task has never before been involved in any compliance and ethics situation.

Step 2

The TD professional has confirmed that the company's policy states employees are not authorized to access other employees' financial records without executive approval. The TD professional has been asked by the HR manager to participate in a meeting with the HR, compliance, and legal departments related to this investigation.

Step 3

The investigation has been completed, and it was determined that this was a unique occurrence and that overall, company managers and employees are knowledgeable of rules and internal policies. The TD professional concludes that this was not a training issue and existing training is effective. The TD professional presents this conclusion and the supporting analysis to the legal, compliance, and HR departments. The legal and compliance departments agree with the TD professional's conclusion. However, the HR manager still believes this is a training issue.

How should the TD professional proceed?

- A. Schedule another meeting with the compliance, HR, and legal departments to revisit the training request.
- B. Offer alternate solutions, such as coaching for the loan manager.
- C. Create a training plan based on the HR manager's request.
- **D. Clarify for the HR manager how training and performance issues differ.**
- **E. Seek clarity on why the HR manager is recommending training.**
- F. Revise the current ethics and compliance training.

Answer: D,E

NEW QUESTION # 146

A talent development professional is developing a training course for line staff who have been promoted to a manager position for the first time. Why should relationship building be a critical component of the training course?

- A. Strong relationships among team members provide the best return on investment (ROI) for the department
- B. Management is a social construct and built on a foundation of informal relationships
- C. Support from key stakeholders cannot be obtained without establishing strong relationships first

- D. A sense of shared ownership and effective inclusion create the foundation of a strong team

Answer: D

Explanation:

According to First-Time Manager Training Best Practices (Certification Reading List), fostering "shared ownership and inclusive collaboration" is vital for new managers to build trust, motivation, and team effectiveness.

Relationships enable leadership success far more than authority alone.

Reference: ATD Handbook, Leadership Development for New Managers.

NEW QUESTION # 147

What should a talent development professional do to best facilitate retention in a multi-subject course?

- A. Utilize one activity per subject during the course
- B. Space activities around each subject throughout the course
- C. Test for all content at the end of the course
- D. Put all exercises at the end of the training

Answer: B

Explanation:

According to Make It Stick: The Science of Successful Learning (Brown et al., Certification Reading List), spaced practice - distributing learning activities over time - enhances retention far better than massed practice.

Spreading activities by subject during the course encourages memory encoding and recall.

Reference: Make It Stick: The Science of Successful Learning (2014).

NEW QUESTION # 148

What is the focus of design thinking?

- A. Problem
- B. Process
- C. Performance
- D. People

Answer: D

Explanation:

Design Thinking for Talent Development (Certification Reading List) stresses that "Design thinking starts with deep empathy for the people (users) affected and focuses on understanding and meeting their needs".

The human-centered design mindset puts people at the center, not processes.

Reference: Design Thinking for Training and Development, Sharon Boller and Laura Fletcher.

NEW QUESTION # 149

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This chapter illustrates the design and technology requirements CPTD for building a cloud, Symbian is moving to open source, but it

will take some time for the project and the community to mature.

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