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ATD CPTD

The Certified Professional in Talent Development

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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 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.
Topic 3	<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.

ATD The Certified Professional in Talent Development Sample Questions (Q118-Q123):

NEW QUESTION # 118

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

Step 2

The data obtained indicates that the current training focuses on defining phishing and does not provide examples or information on how to recognize it and what actions to take.

Step 3

The project team decides that test phishing emails should be created to train employees about phishing and to collect more data on the issue.

Which step(s) should the TD professional take to analyze the effectiveness of the implemented solution?

Step 4

The test phishing emails are created, and the information technology department sets up the deployment schedule and results tracking for the emails. Over the first month, results indicate that 50% of the employees who received the emails clicked on the phishing link and received additional training on recognizing phishing emails.

- A. Analyze the results for trends by job role.
- B. Create an executive focus group to review the progress.
- C. Continue sending phishing emails to gather more data.
- D. Interview employees who clicked on the phishing email.
- E. Send a Level 1 evaluation to all employees.
- F. Conduct an employee survey of the training solution.

Answer: A,C

NEW QUESTION # 119

A new business has recently been formed out of a merger of two international technology start-up companies, and employees from both companies are being merged into new departments for efficiency. Which suggestion would be most useful for a talent development professional to make to the department managers as they get to know their new employees?

- A. Suggest that managers host introduction meetings and describe their plan to deliver a successful outcome to the new

department

- B. Suggest that managers schedule meetings with groups of employees at the same time to facilitate informal introductions
- **C. Suggest that managers schedule individual introduction meetings with each employee where they can talk without interruptions or distractions**
- D. Suggest that managers send out a communication to welcome their new teams, encouraging each employee to schedule time to meet with their manager

Answer: C

Explanation:

Merging Cultures and Building Trust(ATD Organizational Development Materials) recommends

"individual, distraction-free introductions to build personal trust, which is crucial in early-stage team formation after mergers".

Group meetings may overlook individual concerns.

Reference:ATD Handbook, Change Management in Mergers and Acquisitions.

NEW QUESTION # 120

An engineering company utilizes two learning management systems (LMSs): one manages technical training, and the other manages professional development (or non-technical training) for all of the company's engineers. Over time, changes in reporting requirements have caused the use of two different systems to be difficult and time-consuming. It has been decided that a new LMS is to be selected, with a goal of improving the time constraints of using training information from both systems. A talent development (TD) professional is put in charge of facilitating the selection and implementation of the new LMS.

After completing the research process, the TD professional develops a strong business case to recommend LMS Provider A. A few days before the recommendation is presented to the executive leadership team, the TD professional's supervisor hears about LMS Provider Z at a networking meeting and suggests that the TD professional consider Provider Z, which was not included in the TD professional's analysis.

What should the TD professional do?

- A. Ask the information technology director to help influence the TD professional's supervisor.
- B. Bring in Provider A to make a presentation to the TD professional's supervisor.
- **C. Compare Provider Z to the existing analysis that led to the TD professional's recommendation.**
- **D. Ask the TD professional's supervisor probing questions to determine the reason(s) for recommending Provider Z.**
- E. Proceed with recommending Provider A regardless of this alternative recommendation.
- F. Tell the supervisor that Provider Z will not work.
- G. Present the potential positive business outcomes for selecting Provider A.
- H. List the negative outcomes if Provider Z is selected.

Answer: C,D

NEW QUESTION # 121

After collecting evaluation data using a detailed questionnaire, what data display should be used in the first stage of the analysis?

- A. One-way table
- **B. Frequency table**
- C. Line graph
- D. Box plot

Answer: B

Explanation:

Data & Analytics basics from CPTD Outline state that "early-stage analysis uses frequency tables to organize survey results by showing how often each response occurred".

It's the most fundamental first step before more complex analysis.

Reference:CPTD Detailed Content Outline, Data Presentation and Analysis.

NEW QUESTION # 122

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

- **A. Space activities around each subject throughout the course**

