

Quiz 2026 ACMP Global CCMP: Pass-Sure Training Certified Change Management Professional Solutions



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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Ethics: This section measures skills of Change Managers and Compliance Officers and focuses on demonstrating ethical behavior in change management. It covers promoting honesty, responsibility, fairness, respect, and advancing the discipline, while supporting practitioners within the change management community.
Topic 2	<ul style="list-style-type: none">• Evaluate Change Impact and Organizational : This section of the CCMP exam measures skills of Change Managers and Organizational Development Specialists and covers assessing the need for change, defining desired outcomes, identifying stakeholders and sponsors, evaluating organizational culture, capacity, and readiness, and analyzing risks, communication, and learning requirements to ensure successful change adoption.
Topic 3	<ul style="list-style-type: none">• Execute, Manage, and Monitor Implementation of the Change Management Plan: This section measures skills of Change Managers and Program Leads and focuses on executing all elements of the change management plan. It covers implementing resource allocation, communication, sponsorship, stakeholder engagement, learning, measurement, benefits realization, sustainability, and adjusting the plan as needed to achieve desired outcomes.

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ACMP Global Certified Change Management Professional Sample Questions (Q29-Q34):

NEW QUESTION # 29

What is the key factor to consider when assessing the organizational readiness for a change?

- A. The organizational policy leaders are following regarding governance
- B. The change leader's track record with past changes
- C. The rigor applied to establish the business case
- **D. The gaps between the change leaders' expectations and the collective organizational view**

Answer: D

Explanation:

Readiness is about the current state of people and the organization-beliefs, understanding, and capacity- to adopt the future state. ACMP recommends assessing perception gaps between leaders and the broader organization to calibrate approach, communications, and risk. Leader history or business case rigor are contextual, but the readiness linchpin is the expectation-perception gap. (Reference: ACMP Standard, Process Group 1 - Readiness Assessment; Activities: Assess stakeholder sentiment, comprehension, and alignment gaps.)

NEW QUESTION # 30

What element included in a stakeholder engagement plan ensures that the plan meets the intended outcomes?

- **A. Stakeholder analysis**
- B. Tools
- C. Informal communication
- D. Clear metrics

Answer: A

Explanation:

The stakeholder engagement plan is built on stakeholder analysis, which identifies who is impacted, their influence, and readiness. ACMP stresses that without this input, engagement efforts risk being misaligned or incomplete. Clear metrics (A) and communication (D) are valuable, but they don't ensure outcomes unless the plan is grounded in a thorough analysis of stakeholders. Thus, option A is the correct answer.

(Reference: ACMP Standard, Process Group 3 - Stakeholder Engagement Plan; Input: Stakeholder analysis ensures alignment of engagement to intended outcomes.)

NEW QUESTION # 31

Sponsors play a critical role for change success. Which of the following statements best defines sponsorship?

- **A. Sponsors are accountable for the realization of benefits for the change**
- B. Sponsors can positively influence the change
- C. Sponsors are part of the top senior executives' level of the organization
- D. Sponsors directly contribute to the change

Answer: A

Explanation:

According to ACMP, sponsors are accountable for benefits realization. They provide authority, resources, and alignment to ensure the change achieves its intended outcomes. While sponsors often influence (D) and are usually senior executives (B), their defining characteristic is accountability for adoption and benefits.

Direct contribution (C) may occur, but the unique responsibility is realizing the value of the change.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Role of Sponsors: Accountable for benefits realization and adoption.)

NEW QUESTION # 32

What should a change manager do at the end of a change effort to enhance his/her organization's ability to deal with future change?

- A. Release all change resources for use on other efforts
- B. Transfer ownership of change outcomes to operational stakeholders
- C. Evaluate the change outcomes against project objectives

- **D. Design and conduct a lessons learned evaluation**

Answer: D

Explanation:

Lessons learned evaluation captures what worked well and what did not during a change effort, producing insights for future initiatives. ACMP specifies that documenting lessons is essential for organizational learning and improving maturity in change management. While transferring ownership (B) and evaluating outcomes (D) are important closure steps, the action that most directly enhances the organization's ability to handle future changes is conducting and sharing a lessons learned evaluation.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Document lessons learned and share with organization.)

NEW QUESTION # 33

How can you measure if the project objectives and scope are understood?

- A. Measurement and benefits realization
- **B. Monitor and feedback activities**
- C. Sponsor assessments
- D. Change impact assessment

Answer: B

Explanation:

Understanding of objectives and scope is measured through monitoring and feedback activities. ACMP emphasizes the need for feedback loops such as surveys, workshops, and check-ins that assess stakeholder clarity on project goals. Measurement and benefits realization (C) assesses adoption, not understanding.

Change impact assessments (D) identify scope but do not measure comprehension. Sponsor assessments (A) evaluate sponsorship effectiveness, not general stakeholder clarity. Therefore, option B aligns with ACMP guidance.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Use feedback mechanisms to measure understanding of scope and objectives.)

NEW QUESTION # 34

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