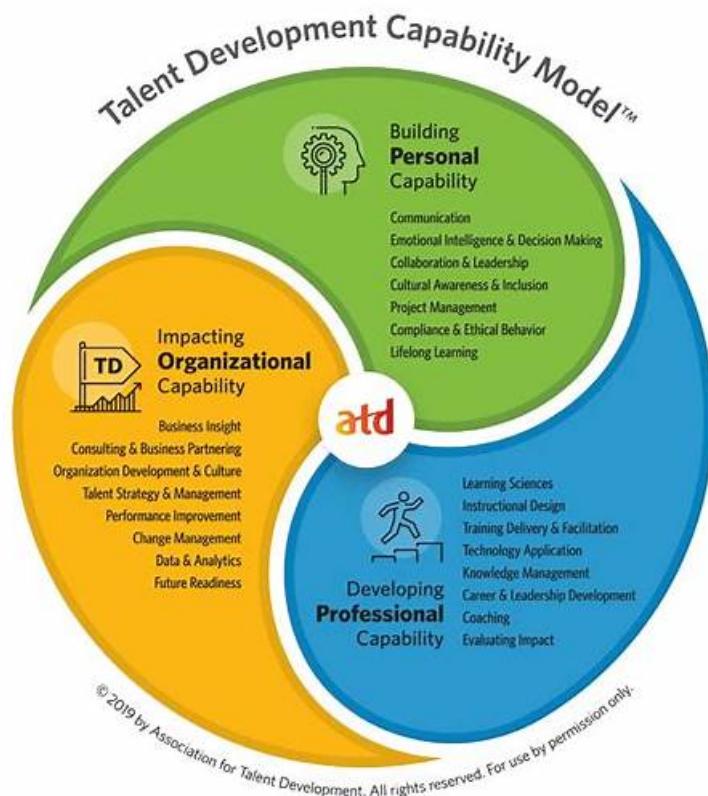


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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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.
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ATD The Certified Professional in Talent Development Sample Questions (Q42-Q47):

NEW QUESTION # 42

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

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

Answer: B

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 # 43

Which is the best quality improvement tool for a team that is ready to design a flowchart for a new product release?

- **A. Process map**
- B. Cause-effect diagram
- C. Pareto chart
- D. Fishbone diagram

Answer: A

Explanation:

According to Quality Tools for Process Improvement (Certification Reading List), "a process map or flowchart is the best tool to visually depict sequential steps in a process for design, communication, and improvement".

Fishbone diagrams diagnose causes, not process flows.

Reference: The Memory Jogger II: Quality Tools for Process Improvement.

NEW QUESTION # 44

A talent development (TD) professional is designing performance and training solutions for new core services. Which question would best help the TD professional begin to establish the Level 4 impact metrics around these new services?

- A. What talent skills gap needs to be addressed?
- B. What is driving this need for new core services?
- C. **What does success look like for the organization?**
- D. What are challenges in expanding these core services?

Answer: C

NEW QUESTION # 45

An employee meets with a manager and indicates an interest in moving into a different department to prepare for a higher-level position. Currently, no openings are available. Which is the most effective solution for the manager to recommend?

- A. **Enter into a mentoring relationship**
- B. Create a training plan
- C. Seek a coach
- D. Meet with a career counselor

Answer: A

NEW QUESTION # 46

A talent development professional and an external training vendor have agreed to a percentage of the overall cost as profit. What is this called?

- A. Firm fixed price
- B. **Cost plus incentive fee**
- C. Cost plus fixed price
- D. Performance-based fee

Answer: B

Explanation:

According to ATD Project Management for Learning Professionals, a Cost Plus Incentive Fee (CPIF) contract "pays the vendor for costs incurred plus an agreed-upon incentive or profit percentage tied to cost control or results".

Firm fixed price means no adjustment based on actual costs.

Reference: Project Management for Learning Professionals (ASTD Press).

NEW QUESTION # 47

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