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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">• 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.
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">• 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.

ATD The Certified Professional in Talent Development Sample Questions (Q65-Q70):

NEW QUESTION # 65

A talent development (TD) professional facilitates a three-week training course for all of a company's new hires. Company onboarding guidelines state that new hires must pass the course final exam with a score of 80% or higher in order to continue in the job, but the guidelines also provide for some discretion on the part of the hiring manager. Participant A fails the final exam with a score of 78%. Participant A was frequently late to training, did not readily participate, and fell asleep twice during the course.

What should the TD professional do?

- A. Document the observable behaviors, and provide these data points to the HR department and the hiring manager.
- B. Reassess the exam scoring process.
- C. Consult with the human resources (HR) department and the hiring manager, and offer to have Participant A retake the exam.
- D. Redesign the course to make it more engaging.
- E. Recommend termination of Participant A.
- F. Provide the exam results to the HR department and the hiring manager.

Answer: A

NEW QUESTION # 66

A talent development professional has been asked to take a six-hour in-person meeting and transform it into an online course. Which is the best way to create engaging training that will not be a burden for learners to complete?

- A. Create a manual in a digital format for learners to review, with a knowledge check at the end.
- B. Create a blend of synchronous and asynchronous learning events, ending with a live webinar.
- C. Create a learning module where learners are given information and interactions to test their knowledge.
- D. Host synchronous online meetings with small-group projects.

Answer: B

NEW QUESTION # 67

When is microcoaching most helpful to the performer?

- A. When the coach and performer are in the initial stages of building trust
- B. When the performer is unsure how to move forward with her/his goals
- C. When the coach requires the performer to use a new technology platform
- D. When the coach and the performer are clear about the performer's goals

Answer: D

Explanation:

Per Microcoaching Strategies (Certification Reading List: Coaching for Performance, Whitmore), microcoaching is most effective once goals are clearly defined, allowing quick, targeted development feedback.

It's not meant for initial goal setting or discovery.

Reference: Coaching for Performance, John Whitmore.

NEW QUESTION # 68

A small company has just established its first talent development (TD) department and hired its first TD manager. Which action should the TD manager take early on to create a strong learning culture?

- A. Benchmark with other organizations for advice on how they established a strong TD department
- B. Organize functions to introduce and explain the TD manager's role in the company
- C. Execute activities to inspire a positive attitude and growth mindset in the company
- D. Develop communications to encourage leadership support for the TD function

Answer: C

Explanation:

The ATD Talent Development Capability Model emphasizes that "building a learning culture starts with fostering a growth mindset and positive orientation toward learning among employees and leaders".

Technical structures come later.

Reference: ATD Talent Development Capability Model, Building a Learning Culture.

NEW QUESTION # 69

Which organizational attribute is most likely to undermine the long-term success of a talent development initiative?

- A. Company culture
- B. Retention policy
- C. Onboarding process
- D. Professional development

Answer: A

Explanation:

ATD's Organizational Development resources state that "an organization's culture - shared beliefs, norms, and behaviors - can support or sabotage even the best talent development strategies".

Without cultural alignment, even well-designed programs struggle.

Reference: ATD Handbook for Training and Talent Development (2022), Organizational Culture.

NEW QUESTION # 70

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