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CPTD-ID

artificial intelligence (AI) - correct answer ✓ Artificial intelligence. Computer systems perform tasks that normally require human intelligence (adaptive is AI applied to learning).

Predictive Analytics - correct answer ✓ Predictive analytics. Existing data is used to determine patterns and predict outcomes (adaptive may incorporate this technology).

Machine Learning - correct answer ✓ Machine learning. An application of AI that allows machines to learn from experience without human involvement (adaptive may incorporate this technology).

empathize - correct answer ✓ Empathize requires a clear and empathic understanding of the problem by consulting experts, engaging with people to understand their experiences, and immersing one's self in the environment to gain a deep personal understanding of the issues. It is important to learn who is affected by the problem and what's at stake for them.

define - correct answer ✓ Define the problem requires compiling and synthesizing what was learned in the first phase. A part of the definition is to continue to ask more questions and gather more data to stimulate ideas and solutions.

Ideate - correct answer ✓ Ideate begins once there is a clear understanding of the users and their needs, along with a solid background created by compiling the data. Like brainstorming, the goal is to get as many ideas or solutions as possible at the beginning of this phase. By the end of the ideation phase, investigate and test a couple of ideas to find a good option.

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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.

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ATD The Certified Professional in Talent Development Sample Questions (Q28-Q33):

NEW QUESTION # 28

In which scenario would situational leadership be most impactful?

- A. An employee is not analyzing data correctly for a presentation with a client
- B. An employee has made no progress toward her professional goals ten months into the performance period
- **C. An employee is unclear which direction to take to solve a time-sensitive problem on a project**
- D. An employee is avoiding a task even though he states that he understands the task

Answer: C

Explanation:

According to Hersey and Blanchard's Situational Leadership Model (Certification Reading List), situational leadership is most impactful when "flexibility in directing or supporting behavior is needed based on the employee's task-specific development level". Confusion over direction on a time-sensitive task needs directive leadership - perfect for situational leadership.

Reference: Management of Organizational Behavior, Hersey & Blanchard.

NEW QUESTION # 29

A talent development professional is following the return on investment (ROI) methodology. Which data collection method will be most useful for collecting Level 4 data?

- A. Surveys to determine the use of program aspects
- **B. Business performance monitoring**
- C. Performance tests for learners
- D. Interviews to determine how learning was applied

Answer: B

Explanation:

According to Phillips' ROI Methodology (Certification Reading List), "Level 4 focuses on business results, and the most appropriate method to capture these results is monitoring key business performance indicators before and after the learning intervention".

Performance tests measure learning, not organizational impact.

Reference:Return on Investment in Training and Performance Improvement Programs, Jack Phillips.

NEW QUESTION # 30

Which step in a change management process is most important for instituting sustainable change?

- **A. Position the change as a strategic priority at the organization**
- B. Benchmark successes pertaining to the new change to similar organizations
- C. Rally key stakeholders to create work groups to usher in the new change
- D. Create meaningful data about the progress of the change and share data with key stakeholders

Answer: A

Explanation:

Kotter's Leading Change(Certification Reading List) andATD Organizational Capability Modelboth stress that "unless change is positioned and communicated as a strategic organizational priority, it will likely lose momentum and fail".

Change must have senior leadership sponsorship and integration into core business strategy.

Reference:Leading Change, John Kotter (2012).

NEW QUESTION # 31

Which risk would pose the greatest threat to a learning project?

- **A. The key business sponsor leaves and there is no backup sponsor**
- B. Teamwork is faltering and the team's tolerance for change is diminished
- C. Actual costs are exceeding budgeted costs
- D. The project plan milestones are not met

Answer: A

Explanation:

Project Management in Learning Projects(ATD Handbook) notes: "Loss of executive sponsorship is the most critical risk, as projects without sponsorship often lose priority, resources, and momentum".

Cost or milestone risks are important but not as fatal as sponsor loss.

Reference:ATD Handbook, Managing Risk in Talent Development Projects.

NEW QUESTION # 32

A talent development (TD) professional has been asked to evaluate the capability of an organization's employees to move into positions of greater responsibility when required. The deliverable will be a report on the skill sets for succession in the organization.

What would be the most effective approach for the TD professional to take?

- A. Hold focus groups with employees interested in leadership positions to identify potential leaders; meet with senior leaders individually to discuss who they feel could take on greater responsibility within the organization
- B. Review company training records for past training attendance in leadership sessions; review project committees and leadership roles taken in the committees
- **C. Research and recommend an assessment process such as a 360-degree assessment or a psychometric assessment; review data contained in the performance management system, including past performance reviews**
- D. Send a survey asking about future leadership potential and interest from employees; follow up with a group discussion for those expressing interest in a leadership position

Answer: C

Explanation:

According toSuccession Planning Best Practices(ATD Handbook), "Combining objective assessments (360- degree or psychometric) with performance review data creates the most complete, unbiased profile of leadership readiness".

Self-reports alone are insufficient.

Reference:ATD Handbook, Succession Planning Methods.

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