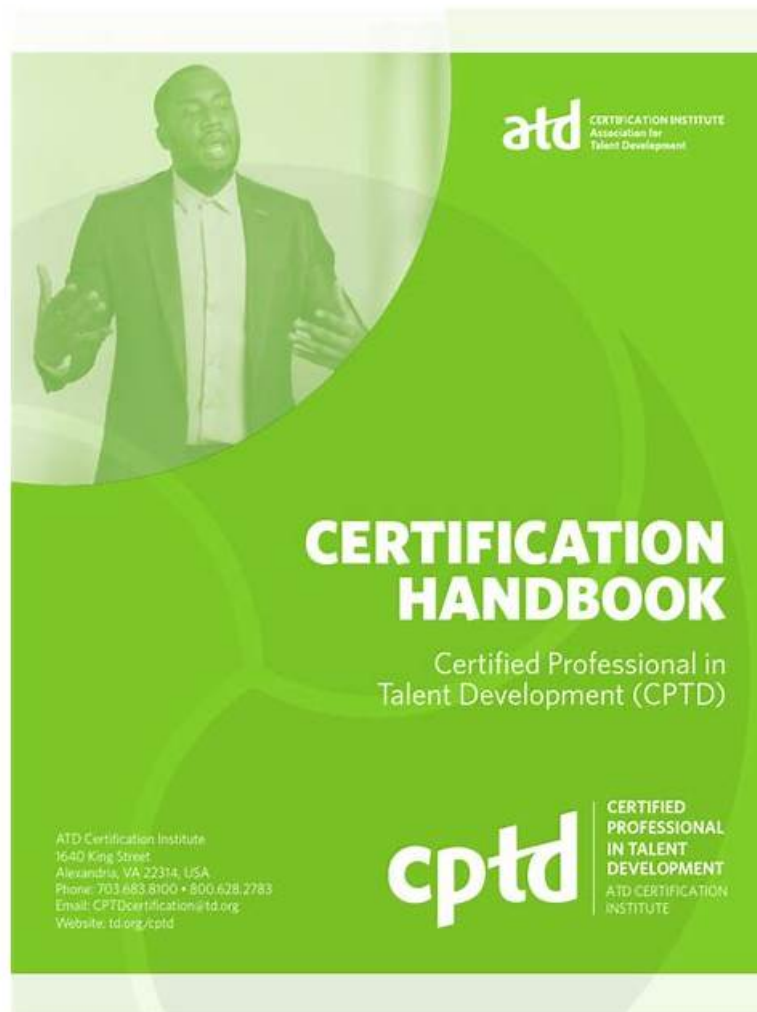# CPTD PDF & Exam CPTD Pattern

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ATD The Certified Professional in Talent Development Sample Questions (Q112-Q117):

NEW QUESTION # 112
Which approach would be most effective for managers to improve feedback conversations with their direct reports?

- A. Schedule time daily for feedback sessions
- B. Adapt feedback to the individual's needs
- C. Homogenize feedback as much as possible
- D. Always deliver feedback in a private setting

Answer: B

Explanation:
Coaching and Feedback Best Practicesfrom theATD Handbookrecommend that"effective feedback must be customized to the individual's communication preferences and motivational needs to be most effective".
Rigid feedback approaches reduce engagement.
Reference:ATD Handbook for Training and Talent Development (2022), Feedback Skills.

NEW QUESTION # 113
A talent development (TD) professional has been asked to present new call center techniques to a customer service group. During a break, a participant says theinformation is being presented too quickly for the group to understand. Which technique should the TD professional use to monitor the situation and modify the training?

- A. Scan for audience learning reactions and adjust accordingly
- B. Administer a quiz to evaluate group knowledge of the techniques
- C. Condense the material and only present the basic techniques
- D. Express the need for follow-up training to the manager

Answer: A

Explanation:
ATD's Handbook for Training and Talent Development(2022) explains that "effective facilitators continuously scan for learner engagement and comprehension indicators during delivery".
This real-time adjustment based on learner feedback ensures pacing, delivery, and comprehension stay on track, preventing learning loss. Adjusting mid-course is a critical facilitation skill.
Reference:ATD Handbook for Training and Talent Development (2022), Training Delivery section.

NEW QUESTION # 114
A talent development (TD) professional has gained upper management's support to introduce individual development plans (IDPs) as a tool for employee development. Which first steps should the TD professional take to launch a successful IDP program?

- A. First, create an IDP framework and formal check-in timeline; second require managers to submit IDP progress reports on a quarterly basis or risk having their network access blocked
- B. First, create a company-wide communications plan to promote the program launch; second, educate employees on goal-setting best practices as they complete their IDPs
- C. First, create an IDP framework that links to the organization's business strategy; second, support and educate managers on their role as they initiate the process with their direct reports
- D. First link the IDP framework to the organization's mission statement; second collect and share data to show executives the impact of IDPs on employee skills development and attrition

Answer: C

Explanation:
TheATD Talent Development Capability Modelexplains underCareer & Leadership Developmentthat effective individual

development planning "must link to the organization's strategic goals and must be manager-driven to ensure relevance and commitment". Educating managers helps embed IDPs into ongoing performance management processes, ensuring they are not seen as an HR formality.
Reference:ATD Talent Development Capability Model, Career and Leadership Development capability.

NEW QUESTION # 115

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

Answer: C

NEW QUESTION # 116

A talent development (TD) department wants to strengthen its partnership in decision-making with senior leaders. Which action would be best for the TD department to take?

- A. Build a business strategy
- B. Ask to attend senior strategy sessions
- C. Ask senior leaders which programs to retain
- D. Implement a governance board

Answer: D

Explanation:
According toATD Talent Development Capability Model, establishing agovernance board
"institutionalizes TD involvement in strategic decision-making, ensuring a consistent voice at the leadership table".
Ad-hoc participation is not sustainable.
Reference:ATD Talent Development Capability Model, Organizational Decision-Making Structures.

NEW QUESTION # 117

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