

# ATD CPTD Passing Score Feedback | Test CPTD Dumps Demo



**ATD**

**CPTD**

The Certified Professional in Talent Development  
**QUESTION & ANSWERS**

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## **ATD The Certified Professional in Talent Development Sample Questions (Q51-Q56):**

### **NEW QUESTION # 51**

An engineering company utilizes two learning management systems (LMSs): one manages technical training, and the other manages professional development (or non-technical training) for all of the company's engineers. Over time, changes in reporting requirements have caused the use of two different systems to be difficult and time-consuming. It has been decided that a new LMS is to be selected, with a goal of improving the time constraints of using training information from both systems. A talent development (TD) professional is put in charge of facilitating the selection and implementation of the new LMS.

What should the TD professional do to facilitate the selection process?

- A. Conduct research on what systems are being used by similar companies.
- B. Analyze consequences for keeping both systems.
- C. Select the system with the best user interface.
- **D. Perform an environmental scan to determine the capabilities offered by different LMSs.**
- **E. Seek consensus of stakeholders on prioritization of system capabilities.**
- F. Have a select group of end-user engineers research and make recommendations regarding the best system.
- **G. Define the capabilities needed for this system, as compared to current gaps.**

**Answer: D,E,G**

### **NEW QUESTION # 52**

What is the main objective of a quality workforce planning process?

- A. Empowering employees to manage their own careers through internal support centers and counselors
- B. Increasing productivity from a pool of developed talent that is highly engaged in the organization
- **C. Ensuring that the right numbers of the right kinds of people are available at the right times and in the right place**
- D. Creating a self-reliant workforce in which employees build valuable skills and prepare for the future

**Answer: C**

Explanation:

Workforce planning, according to the ATD Talent Development Capability Model, ensures "an adequate supply of talent with the right skills is available to meet organizational demands now and in the future".

It is a balance of quantity, quality, timing, and placement.

Reference: ATD Talent Development Capability Model, Workforce Planning.

### **NEW QUESTION # 53**

Which learning objective domain is most difficult to observe and measure?

- **A. Affective**
- B. Cognitive
- C. Psychomotor
- D. Interpersonal

**Answer: A**

Explanation:

The ATD Handbook and Bloom's Taxonomy explain that the Affective domain (attitudes, values, feelings) is "the most challenging to measure because changes are internal and often not immediately observable".

Cognitive (knowledge) and psychomotor (skills) are easier to test objectively.

Reference: Bloom's Taxonomy of Educational Objectives.

### NEW QUESTION # 54

Which item is most critical to drive accelerated learning in a program for high-potential employees?

- A. Work assignments that stretch current capabilities
- B. Individual coaching on culture, strategy, and attaining results
- C. Reading assignments prior to attending sessions
- D. Development of networks promoting organizational learning

**Answer: A**

Explanation:

High-Potential Development Programs(Certification Reading List) emphasize that "stretch assignments that require employees to operate outside their comfort zones are the fastest method to build leadership capabilities".

Passive development (like reading) is insufficient for high-potentials.

Reference:ATD Handbook, High-Potential Talent Development.

### NEW QUESTION # 55

Which is the most effective way to communicate the value of a leadership program to a stakeholder who has a driver listening style?

- A. Hold a big-picture discussion while presenting conceptual information
- B. Provide a summary of specific program features and outcomes in a bullet list
- C. Present evidence from other companies indicating that the program will be successful
- D. Discuss how the program will affect the emotional intelligence of the participants

**Answer: B**

Explanation:

Stakeholder Communication Guidelines(ATD Handbook) note that "drivers prefer concise, action-oriented communication - bullet points highlighting results, not narratives or discussions of emotions".

Efficiency and results orientation are critical for drivers.

Reference:ATD Handbook, Communication Styles and Stakeholder Management.

### NEW QUESTION # 56

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