

CPTD資格練習、CPTD復習攻略問題



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>> CPTD資格練習 <<

CPTD復習攻略問題、CPTD模擬練習

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ATD The Certified Professional in Talent Development 認定 CPTD 試験問題 (Q24-Q29):

質問 # 24

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

正解: B

質問 # 25

Which is the best step to take first when developing leadership competencies?

- A. Research key leadership skills of similar organizations
- **B. Determine what leadership abilities the organization needs**
- C. Develop criteria to rate leaders at all levels in the organization
- D. Determine development needs of existing leaders in the organization

正解: B

解説:

The ATD Talent Development Capability Model specifies that "leadership competency models must be directly tied to the unique strategic needs of the organization".

Before benchmarking or assessment, defining organizational leadership needs is essential.

Reference: ATD Talent Development Capability Model, Leadership Development Strategy.

質問 # 26

Which is the most important reason for a talent development (TD) professional to complete a business ecosystem analysis?

- A. To be able to prepare the budget for the TD department
- **B. To understand the role government, competitors, adjacent markets, and customers play in the business**
- C. To develop a strategic plan that is aligned with the current business goals and values
- D. To identify the strengths, weaknesses, opportunities, and threats to the business

正解: B

解説:

According to the CPTD Detailed Content Outline, under Impacting Organizational Capability, talent development professionals are expected to "analyze the organization's environment and ecosystem, including competitors, customers, partners, regulators, and markets, to influence TD strategy".

Understanding the full ecosystem ensures that the learning strategy is responsive to external factors, not just internal needs, which is critical for long-term success.

Reference: CPTD Detailed Content Outline, Domain 3, Organizational Ecosystem Analysis.

質問 # 27

When creating a talent development (TD) initiative, which activity will best help a TD professional gain leadership support for the plan?

- **A. Drafting a business case for learning**
- B. Outlining a list of learning resources
- C. Preparing a detailed budget
- D. Identifying target participants

正解: A

解説:

ATD's Business Case Development Standards state that "leaders respond best to business cases that connect learning investments directly to strategic priorities and expected results".

Listing resources or participants without showing impact is insufficient.

Reference: ATD Handbook for Training and Talent Development (2022), Business Case for Talent Development.

質問 # 28

In designing a training program, a talent development professional would like to include post-training skill reinforcement. Which would be the most effective way to reinforce the learning?

- **A. Provide follow-up activities on a regular basis to participants and their managers.**
- B. Make podcasts on the same topics available to the participants on an ongoing basis.
- C. Send out periodic skills application surveys to the participants and their managers.

- 正解: A

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CPTD復習攻略問題: <https://www.jpntest.com/shiken/CPTD-mondaishu>

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