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ATD The Certified Professional in Talent Development Sample Questions (Q30-Q35):

NEW QUESTION # 30
Which learning objective domain is most difficult to observe and measure?

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

Answer: B

Explanation:
TheATD HandbookandBloom's Taxonomyexplain that theAffective 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 # 31
Which is the best step to take first when developing leadership competencies?

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

Answer: B

Explanation:
TheATD Talent Development Capability Modelspecifies 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.

NEW QUESTION # 32
Which is an example of original work that can be copyrighted?

- A. A video recording on appreciative inquiry
- B. A motto for a change management initiative
- C. A title of a book of machine learning case studies
- D. A domain name for a website on executive coaching

Answer: A

NEW QUESTION # 33
A claims employee at an insurance company is transferred to the talent development (TD) department. This new TD team member has previously delivered departmental on-the-job training on an informal basis, but does not have any formal TD training. A TD manager has been assigned to help the new TD team member develop TD skills.
What should the TD manager do?

- A. Assign responsibility for the next scheduled training to the new TD team member

- B. Provide the new TD team member with a copy of the company's organization chart
- C. Have the new TD team member complete the TD department's skills assessment
- D. Work with the new TD team member to create a TD skills development plan
- E. Have the new TD team member perform a TD skills self-evaluation
- F. Provide the new TD team member with samples of TD department work products
- G. Arrange for the new TD team member to observe training events delivered by experienced TD team members
- H. Schedule progress meetings with the new TD team member for every three months
- I. Hold a meeting to introduce the new TD team member to the TD department
- J. Provide the new TD team member with the TD department's standard career development plan

Answer: G

NEW QUESTION # 34

A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).

The TD professional determines that the team members are not motivated to use the KMS because they find it too time-consuming to access useful information.

The TD professional implements strategies to engage and motivate the cloud services team members in using the KMS. The TD professional now wants to enlist the cloud services managers to ensure continued use of the KMS by the team members.

What should the TD professional do?

- A. Encourage managers to recognize and reward team members who increase their KMS usage appropriately.
- B. Recommend that manager bonuses be tied to usage statistics.
- C. Create opportunities for managers to share best practices and brainstorm solutions to challenges.
- D. Request that managers be provided with regular reports on KMS usage by their team members.
- E. Have managers sign a contract to ensure they will support the KMS effort to the fullest extent.
- F. Provide all managers with a brief guide on follow-up techniques to use with their teams.
- G. Suggest that the human resources team add a line to manager job descriptions stating their responsibility for creating a culture of knowledge sharing.

Answer: A

NEW QUESTION # 35

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