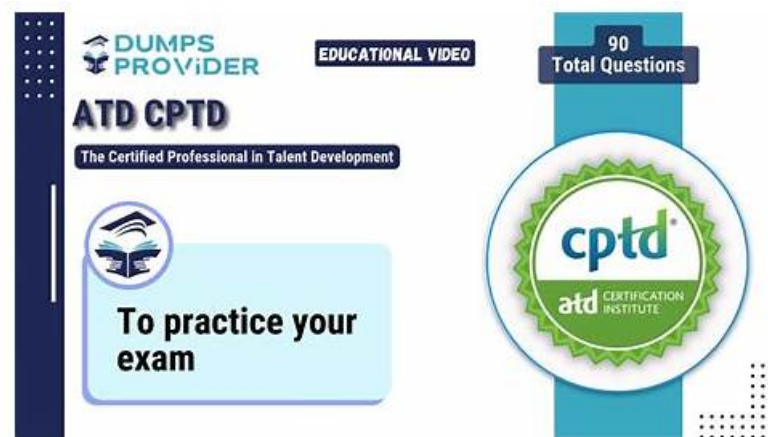


# ATD - CPTD - The Certified Professional in Talent Development–The Best Latest Braindumps Questions



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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>Building Personal Capability: This section of the exam measures skills of Learning &amp; 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.</li></ul>

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## **ATD The Certified Professional in Talent Development Sample Questions (Q113-Q118):**

### **NEW QUESTION # 113**

A talent development (TD) professional has been asked to implement a knowledge management strategy. Which is the best first step for the TD professional to take?

- **A. Determine the organization's needs**
- B. Locate information sources
- C. Choose an information-gathering system
- D. Compile, confirm, and circulate documents

**Answer: A**

Explanation:

In Knowledge Management Strategy best practices from the ATD Handbook, the first step is to "understand the organizational needs and goals to ensure the KM system is targeted and useful". Starting with technology or sources misses strategic alignment.

Reference: ATD Handbook for Training and Talent Development (2022), Knowledge Management Principles.

### **NEW QUESTION # 114**

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

**Answer: C**

### **NEW QUESTION # 115**

A talent development (TD) professional is asked to offer training to entry-level employees on a new online software that will change many processes in their work. Which is the best way for the TD professional to prepare a learner-centered course?

- A. Research how the new online software works, collect screenshots for job aids that will be distributed during the training, and outline the training in a logical order based on the steps of the new process to match the job aids
- B. Collect information on what the organization expects from employees, research commonly used terms, and understand potential barriers to learning
- C. Research how the new processes will flow, outline the training in sequential order based on the processes, and verify with subject matter experts that the content is correct
- **D. Collect information on the employees' current job functions and how the software will change their work, understand employees' fears about the new software, and research how the new software will benefit them**

**Answer: D**

Explanation:

The ATD Instructional Design Model emphasizes: "Design must start from the learner's perspective, understanding current workflows, fears, and motivation for change".

Empathy-driven design ensures relevance and adoption.

Reference: ATD Handbook, Learner-Centered Instructional Design.

### **NEW QUESTION # 116**

Which is the most effective way for a facilitator to incorporate adult learners' previous experience?

- A. Link objectives to internal motivators
- B. Provide significant practice with feedback
- C. Invite discussions on the content
- D. Utilize case studies detailing typical experiences

**Answer: C**

Explanation:

According to Knowles' Adult Learning Theory (referenced in the Certification Reading List: The Adult Learner, Knowles, 2015), adults "bring rich experiences into the learning environment" and "learn best when those experiences are acknowledged and integrated into the session".

Inviting discussions directly draws upon their prior knowledge, making learning personally meaningful and more effective.

Reference: The Adult Learner, Knowles (2015), Adult Learning Principles.

### NEW QUESTION # 117

Which is the most beneficial action a manager can take to impact an employee's career development?

- A. Help the employee improve self-awareness.
- B. Offer the employee a mentorship opportunity.
- C. Offer the employee a promotion to a higher level.
- D. Help the employee create a personal development plan.

**Answer: D**

### NEW QUESTION # 118

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