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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	• Building Personal Capability: This section of the exam measures skills of Learning & 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.
Topic 2	• 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.
Topic 3	• 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.

ATD The Certified Professional in Talent Development Sample Questions (Q47-Q52):

NEW QUESTION # 47
What is the focus of design thinking?

- A. Process
- B. People
- C. Performance
- D. Problem

Answer: B

Explanation:
Design Thinking for Talent Development(Certification Reading List) stresses that "Design thinking starts with deep empathy for the people (users) affected and focuses on understanding and meeting their needs".
The human-centered design mindset puts people at the center, not processes.
Reference:Design Thinking for Training and Development, Sharon Boller and Laura Fletcher.

NEW QUESTION # 48
A talent development (TD) professional has been tasked with creating a knowledge management system for a small company. The TD professional has begun the process of collecting organizational knowledge and has compiled paper manuals, standard operating procedures, process charts, and other archived materials. How can the TD professional most effectively access the collective knowledge of the company's leaders?

- A. Read published works by the leaders
- B. Review the personnel files and resumes of the leaders
- C. Conduct video and audio interviews with the leaders
- D. Perform interviews with direct reports of the leaders

Answer: C

Explanation:

Knowledge Capture Best Practices(ATD Handbook) recommend "direct interviews with senior leaders, capturing nuanced, tacit knowledge through video/audio for context, storytelling, and expertise sharing".
Paper files miss experiential insight.
Reference:ATD Handbook, Knowledge Management Practices.

NEW QUESTION # 49

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

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

Answer: C

Explanation:
ATD's Business Case Development Standardsstate 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.

NEW QUESTION # 50

A talent development professional is providing coaching to an individual. Which action is most likely to improve success for the coaching action plan?

- A. Obtain stakeholder approval for the action plan
- B. Allow others to define actions for the person receiving coaching
- C. Be specific whether an action is a goal or a task
- D. Write out the action plan

Answer: C

Explanation:
Effective coaching, per theATD Coaching Certificate Program(Certification Reading List), involves setting clear distinctions between tasks and broader goalsto help coachees understand immediate next steps versus overall outcomes.
Vague plans reduce accountability and progress tracking.
Reference:ATD Coaching Certificate Program Materials.

NEW QUESTION # 51

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

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

Answer: C

Explanation:
According toKnowles' 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 # 52

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