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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.
Topic 3	<ul style="list-style-type: none"> • 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q91-Q96):

NEW QUESTION # 91

Which process steps should be included in a chart displaying the results of an after-action review?

- A. Schedules, resources, constraints, results
- B. Barriers, metrics, feedback, rewards
- C. People, processes, proficiencies, competencies
- **D. Problems, solutions, actions, outcomes**

Answer: D

NEW QUESTION # 92

What should a talent development professional do to best facilitate retention in a multi-subject course?

- A. Test for all content at the end of the course
- B. Put all exercises at the end of the training
- **C. Space activities around each subject throughout the course**
- D. Utilize one activity per subject during the course

Answer: C

Explanation:

According to Make It Stick: The Science of Successful Learning (Brown et al., Certification Reading List), spaced practice-distributing learning activities over time - enhances retention far better than massed practice.

Spreading activities by subject during the course encourages memory encoding and recall.

Reference: Make It Stick: The Science of Successful Learning (2014).

NEW QUESTION # 93

Which level of Kirkpatrick's model should a talent development professional use to measure the impact of learning during and after a training course?

- A. Level 2
- B. Level 4
- C. Level 1
- **D. Level 3**

Answer: D

NEW QUESTION # 94

Which model best enables employees to continually seek new skills, enhance competencies, and expand their proficiency on their own?

- A. Pedagogical learning model
- B. Adult learning model
- **C. Integral learning model**
- D. Behavioral learning model

Answer: C

Explanation:

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