

Quiz 2026 Trustable CCMP: Certified Change Management Professional Latest Real Test



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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Evaluate Change Impact and Organizational : This section of the CCMP exam measures skills of Change Managers and Organizational Development Specialists and covers assessing the need for change, defining desired outcomes, identifying stakeholders and sponsors, evaluating organizational culture, capacity, and readiness, and analyzing risks, communication, and learning requirements to ensure successful change adoption.
Topic 2	<ul style="list-style-type: none">• Close the Change Management Effort: This section assesses skills of Change Managers and Program Leads and covers evaluating the success of the change initiative, conducting lessons learned, documenting recommended actions, gaining closure approvals, transferring ownership, ensuring sustainability, and recognizing achievements.
Topic 3	<ul style="list-style-type: none">• Ethics: This section measures skills of Change Managers and Compliance Officers and focuses on demonstrating ethical behavior in change management. It covers promoting honesty, responsibility, fairness, respect, and advancing the discipline, while supporting practitioners within the change management community.

Topic 4	<ul style="list-style-type: none"> • Execute, Manage, and Monitor Implementation of the Change Management Plan: This section measures skills of Change Managers and Program Leads and focuses on executing all elements of the change management plan. It covers implementing resource allocation, communication, sponsorship, stakeholder engagement, learning, measurement, benefits realization, sustainability, and adjusting the plan as needed to achieve desired outcomes.
Topic 5	<ul style="list-style-type: none"> • Formulate the Change Management Strategy: This section measures skills of Change Managers and Program Leads and focuses on developing a comprehensive change management strategy. It includes creating strategies for resources, communication, sponsorship, stakeholder engagement, impact assessment, learning, measurement, benefit realization, and sustainability to align with organizational objectives.

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ACMP Global Certified Change Management Professional Sample Questions (Q41-Q46):

NEW QUESTION # 41

What is the output from determining the organization's preparation for change?

- A. Communication needs assessment
- B. Learning needs assessment
- **C. Organizational change readiness assessment**
- D. Organizational change capacity assessment

Answer: C

Explanation:

Determining how prepared an organization is for change produces an organizational change readiness assessment. ACMP defines readiness as the degree to which stakeholders and structures are prepared to adopt and sustain the change. Learning needs (B) and communication needs (A) are sub-assessments, while capacity assessment (D) measures absorption ability. The correct overarching output is C.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Output: Organizational change readiness assessment.)

NEW QUESTION # 42

What two activities are most critical to focus on when managing employee resistance?

- **A. Raising awareness of why change is needed and informing employees how change will impact them**
- B. Clarifying the expectations of managers and informing them how the change is progressing
- C. Identifying and addressing rumors and explaining how the change is being implemented
- D. Creating a training delivery plan and demonstrating sponsor commitment to the change

Answer: A

Explanation:

ACMP emphasizes that resistance is most effectively reduced when people understand why the change is necessary and how it affects their roles ("what's in it for me"). The Standard situates resistance management within execution, calling for targeted communications that build awareness of the business rationale and provide impact-based information to individuals and groups. Training and rumor management matter, but they are secondary to establishing awareness and personal impact clarity-the core precursors to willingness

and adoption. (Reference: ACMP Standard for Change Management, Process Group 4 - Execute the Change Management Plan; Activities: Manage Resistance; Communications aligned to impact; Linkage to Process Group 1 impact assessment & WIIFM messaging.)

NEW QUESTION # 43

What is the intended outcome of a measurement and benefits realization plan?

- A. Identify when change effort is not meeting goals and mitigation strategies are required
- B. Measure stakeholder commitment and sponsor satisfaction
- C. Measure when a change effort has achieved desired adoption levels
- D. Identify when a change effort is meeting goals and rewards are appropriate

Answer: A

Explanation:

The measurement and benefits realization plan is not just about tracking adoption but about using measures to signal gaps and trigger corrective action when benefits are not being realized. ACMP directs practitioners to monitor KPIs and adoption metrics, compare against targets, and recommend mitigation actions when deviations occur. While rewards (C) and adoption measures (D) are outcomes, the primary intended outcome is ensuring early detection of issues and activation of mitigation strategies to safeguard benefits realization.

(Reference: ACMP Standard, Process Group 4 - Execute; Develop and execute measurement and benefits realization plan; Activities: Define metrics, monitor results, recommend mitigation.)

NEW QUESTION # 44

As the project reaches completion, whose approval should be sought to formally close the change?

- A. Training Lead
- B. Change Lead
- C. Senior sponsor
- D. Project manager

Answer: C

Explanation:

Formal closure of a change management effort requires approval from the senior sponsor. This ensures the accountable executive validates that outcomes were achieved, ownership transferred, and sustainability measures are in place. The project manager approves project closure, while the change lead and training lead execute tasks but do not have the authority to formally close. Thus, the sponsor's approval is required to ensure accountability for benefits realization.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Seek formal sponsor approval for closure.)

NEW QUESTION # 45

When executing the change management plan, it is possible that the initial financial forecasting of budget and resources may change. What are the key measures the change lead should take to ensure senior stakeholders are kept informed?

- A. Regularly send an email to the project team asking for more funding for resources as needed
- B. Provide updates to senior stakeholders only if and when the planned budget is impacted to minimize confusion and time
- C. Provide regular reports on spending against the budget for senior stakeholders to ensure transparency
- D. Ask the project/program manager to provide updates on the planned budget for the change

Answer: C

Explanation:

The ACMP Standard underscores the importance of financial transparency in maintaining sponsor and leadership confidence. The best practice is to provide regular reports on spending versus budget. Option B risks delayed awareness, C passes accountability away from the change lead, and D is unstructured.

Therefore, option A is the correct approach to ensuring senior stakeholders are fully informed.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Provide transparent reporting on budget and resources to stakeholders.)

NEW QUESTION # 46

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