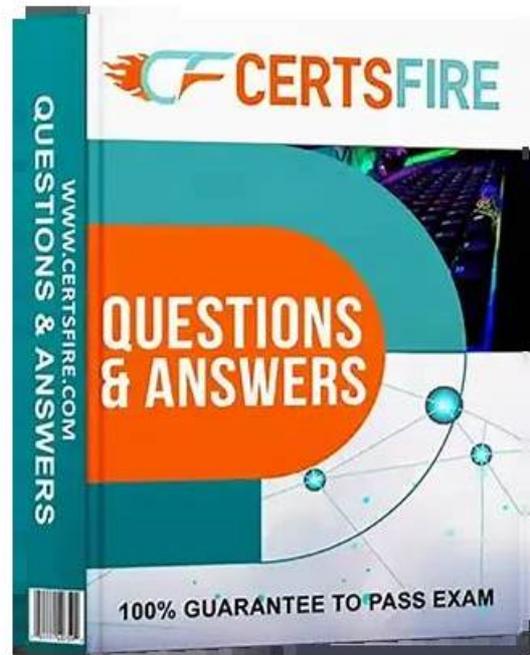


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ATD The Certified Professional in Talent Development Sample Questions (Q109-Q114):

NEW QUESTION # 109

Which learning objective domain is most difficult to observe and measure?

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

Answer: A

Explanation:

The ATD Handbook and Bloom's Taxonomy explain that the Affective 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 # 110

Which organizational capability must be included when assessing a training program using a systems approach?

- A. Role competencies
- **B. Stakeholder objectives**
- C. Organization design
- D. Culture dynamics

Answer: B

Explanation:

According to the CPTD Outline under Systems Thinking and Performance Analysis, training assessments must "align with key stakeholder objectives to ensure organizational relevance and impact".

Stakeholder alignment ensures the training solves business needs, not just training gaps.

Reference: CPTD Detailed Content Outline, Systems Approach to Learning Strategy.

NEW QUESTION # 111

Which is a component of an e-learning storyboard?

- **A. Voice-over narration**
- B. Technology analysis
- C. Mobile strategy
- D. Usability testing

Answer: A

Explanation:

An e-learning storyboard, per the ATD Instructional Design Certificate Program, includes "content, visuals, interactions, assessments, and narration text/scripts".

Voice-over narration is scripted directly into the storyboard document before development.

Reference: ATD Instructional Design Certificate.

NEW QUESTION # 112

A talent development (TD) professional has been asked to create a training program. The focus of the training is to motivate employees to be leaders in their regions and help the organization work toward its strategic priorities. The TD professional knows that the learners will vary in their ability to learn and their prior knowledge, but they are motivated. What is the best action for the TD

professional to take to ensure successful learning transfer?

- A. Request that all learners take an online course with basic information prior to the in-person session and create activities that allow participants opportunities to practice what they are learning throughout the training
- B. Send a survey to all learners before the in-person session to help determine their prior knowledge, and provide a summary of the session's key points after the training
- C. Ensure that each training room has a clean and welcoming environment and create extra sessions for any learners who would like to discuss topics further in smaller groups
- D. Create online learning prior to the in-person session to explain why this training is important to the organization and how it could benefit the learners personally

Answer: A

Explanation:

According to Make It Stick (Certification Reading List), "Pre-training preparation combined with distributed practice activities during training strongly enhances learning transfer".

Active, spaced engagement beats passive attendance.

Reference: Make It Stick: The Science of Successful Learning (Brown, Roediger, McDaniel).

NEW QUESTION # 113

Which is the primary purpose of an employee engagement survey?

- A. Provide an action plan
- B. Serve as a performance management review
- C. Engage employees
- D. Identify barriers to performance

Answer: D

Explanation:

Per ATD's Guide to Employee Engagement, "The primary goal of an engagement survey is to diagnose gaps or barriers that inhibit high performance and satisfaction, not just to gather attitudes".

Surveys are diagnostic tools, not action plans by themselves.

Reference: ATD Handbook, Employee Engagement Measurement.

NEW QUESTION # 114

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