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## ATD - CPTD –Valid Latest Exam Dumps

There is a ton of The Certified Professional in Talent Development (CPTD) prep material available on the internet. But the main thing to notice is their validity and reliability. Many applicants remain unsuccessful in locating the right The Certified Professional in Talent Development (CPTD) practice test and lose their time and money.

## ATD The Certified Professional in Talent Development Sample Questions (Q133-Q138):

### NEW QUESTION # 133

Determining appropriate sample size for a project depends on which element?

- A. The frequency with which the tool is administered
- **B. The level of confidence that the results were not caused by chance**
- C. The type of research methodology that has been selected
- D. The ease with which members of the population may be identified

**Answer: B**

Explanation:

Sampling and Survey Methodology(Certification Reading List) confirms: "Sample size decisions hinge on the desired confidence level-how sure you want to be that findings are not due to random chance".

Higher confidence levels require larger sample sizes.

Reference:Survey Research Methods, Floyd Fowler.

#### NEW QUESTION # 134

Which factor is a significant challenge to aligning organizational and talent development objectives?

- A. Rapid growth in the organization
- B. A recent culture shift due to a leadership change
- C. Limited understanding of organizational strategy
- D. A limited talent market

**Answer: C**

Explanation:

The correct answer is C because talent development objectives cannot be effectively aligned to the organization if TD professionals do not clearly understand the organization's strategy. Alignment requires knowing business priorities, desired outcomes, performance expectations, and future capability needs.

Without that understanding, learning initiatives may become disconnected activities rather than strategic solutions.

This aligns with CPTD Organizational Capability, especially Business Insight and Talent Strategy & Management. TD professionals must understand how the organization accomplishes its mission, makes decisions, and connects talent strategies to business results. Option A may affect recruiting or workforce planning, but it does not directly prevent alignment. Option B and Option D may create change and complexity, but they can still be addressed if the strategy is understood. Limited understanding of organizational strategy is the most fundamental barrier because it weakens planning, prioritization, stakeholder communication, and measurement of TD impact.

#### NEW QUESTION # 135

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

Step 2

The data obtained indicates that the current training focuses on defining phishing and does not provide examples or information on how to recognize it and what actions to take.

Step 3

The project team decides that test phishing emails should be created to train employees about phishing and to collect more data on the issue.

Which step(s) should the TD professional take to analyze the effectiveness of the implemented solution?

Step 4

The test phishing emails are created, and the information technology department sets up the deployment schedule and results tracking for the emails. Over the first month, results indicate that 50% of the employees who received the emails clicked on the phishing link and received additional training on recognizing phishing emails.

- A. Continue sending phishing emails to gather more data.
- B. Analyze the results for trends by job role.
- C. Send a Level 1 evaluation to all employees.
- D. Conduct an employee survey of the training solution.
- E. Create an executive focus group to review the progress.
- F. Interview employees who clicked on the phishing email.

**Answer: A,B**

#### NEW QUESTION # 136

What best supports a successful hybrid learning event?

- A. The participants and presenters must be able to see each other.

- B. The participants must eliminate all distractions from their environments.
- **C. The presenter must engage all learners regardless of location.**
- D. The user-to-user chat must be disabled for all participants.

**Answer: C**

Explanation:

The correct answer is A because a hybrid learning event includes learners in more than one location, typically some in person and some remote. The most important success factor is designing and facilitating the event so all learners are equally engaged, included, and able to participate. This aligns with CPTD Professional Capability, especially Training Delivery & Facilitation, which emphasizes creating the right learning environment, building rapport, and using appropriate delivery options and media to make learning engaging, effective, relevant, and applicable.

Option B may help communication, but seeing each other is not always required and does not guarantee learning engagement.

Option C is unrealistic because facilitators cannot fully control every learner's environment. Option D is incorrect because chat can support interaction, collaboration, and questions, especially for remote participants. A successful hybrid event requires intentional facilitation, balanced attention, inclusive participation methods, and technology use that prevents remote learners from becoming passive observers.

### NEW QUESTION # 137

An organization with offices in four countries must comply with a new policy within three months, and a talent development professional is tasked with creating training for the new policy. There is no additional budget for this training. Which is the best option for training employees?

- A. Conduct a live webinar that is recorded and shared with anyone who could not attend, and distribute a handout electronically.
- B. Offer in-person courses multiple times in each office so everyone is able to attend, and provide printed job aids.
- C. Broadcast a video with policy information and a message from senior management in support of the policy, and use a quiz to confirm learning transfer.
- **D. Provide an asynchronous online course with information about the new policy, and use a quiz to confirm learning transfer.**

**Answer: D**

### NEW QUESTION # 138

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