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QUESTION & ANSWERS

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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	• 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 3	• 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 (Q87-Q92):

NEW QUESTION # 87

Which is the best approach to select the ideal modality for delivering a learning solution?

- A. Use a mobile approach to ensure the program is accessible on all devices.
- **B. Consider what the learners should be able to do after completing the training.**
- C. Match the format to previous sessions with the highest satisfaction scores.
- D. Consider the budget available to fund the project and the quality of tools that can be purchased.

Answer: B

Explanation:

The correct answer is B because the ideal delivery modality should be selected based on the desired learning or behavioral outcomes. In the CPTD Professional Capability domain, instructional design requires aligning delivery options, media, learning assets, and activities with what learners must know or be able to do after training. The modality should support performance, application, practice, feedback, and transfer of learning.

Option A is incomplete because budget is a constraint, not the primary design driver. Option C is weak because satisfaction scores measure learner reaction, not necessarily learning effectiveness or performance improvement. Option D assumes mobile delivery is always best, but accessibility alone does not determine whether the modality supports the intended outcome.

A strong TD professional begins with outcomes, then selects the most appropriate format, such as classroom, virtual, blended, mobile, self-paced, or performance support, based on how learners will apply the skill in real work.

NEW QUESTION # 88

A talent development professional is developing a training course for line staff who have been promoted to a manager position for the first time. Why should relationship building be a critical component of the training course?

- A. Management is a social construct and built on a foundation of informal relationships
- B. Strong relationships among team members provide the best return on investment (ROI) for the department
- **C. A sense of shared ownership and effective inclusion create the foundation of a strong team**
- D. Support from key stakeholders cannot be obtained without establishing strong relationships first

Answer: C

Explanation:

According to First-Time Manager Training Best Practices (Certification Reading List), fostering "shared ownership and inclusive collaboration" is vital for new managers to build trust, motivation, and team effectiveness.

Relationships enable leadership success far more than authority alone.

Reference: ATD Handbook, Leadership Development for New Managers.

NEW QUESTION # 89

A project manager just learned of a significant delay in meeting a project milestone. Which option would be best for communicating information about the delay to external stakeholders dispersed across multiple time zones?

- A. Text an instant message to targeted stakeholders to explain the delay situation
- B. Schedule a web conference to explain the delay situation with the targeted stakeholders simultaneously
- **C. Send an email to all of the targeted stakeholders to explain the delay situation**
- D. Call each targeted stakeholder on the telephone and verbally explain the delay situation

Answer: C

Explanation:

As per the CPTD Outline on Communication Skills, best practices for dispersed audiences across time zones include "written communication such as emails to ensure consistent, documented, asynchronous communication across different working hours".

Reference: CPTD Detailed Content Outline, Communication and Stakeholder Engagement.

NEW QUESTION # 90

A talent development (TD) professional has gained upper management's support to introduce individual development plans (IDPs) as a tool for employee development. Which first steps should the TD professional take to launch a successful IDP program?

- A. First, create a company-wide communications plan to promote the program launch; second, educate employees on goal-setting best practices as they complete their IDPs
- B. First link the IDP framework to the organization's mission statement; second collect and share data to show executives the impact of IDPs on employee skills development and attrition
- C. First, create an IDP framework and formal check-in timeline; second require managers to submit IDP progress reports on a quarterly basis or risk having their network access blocked
- **D. First, create an IDP framework that links to the organization's business strategy; second, support and educate managers on their role as they initiate the process with their direct reports**

Answer: D

Explanation:

The ATD Talent Development Capability Model explains under Career & Leadership Development that effective individual development planning "must link to the organization's strategic goals and must be manager-driven to ensure relevance and commitment". Educating managers helps embed IDPs into ongoing performance management processes, ensuring they are not seen as an HR formality.

Reference: ATD Talent Development Capability Model, Career and Leadership Development capability.

NEW QUESTION # 91

A talent development (TD) professional is approached by a department manager for advice on how to improve an employee's performance on assigned monthly reports. How should the TD professional approach this situation?

- **A. Suggest that the manager define what satisfactorily completed work looks like, such as number of errors on the report, amount of time it takes to complete the work, and readability of the report.**
- B. Assess the manager's relationship with the employee, the manager's leadership skills, and the manager's ability to coach this employee for improved performance.
- C. Assess the employee's last performance review against the employee's current performance, and look at the employee's full history.
- D. Suggest that the manager review the yearly performance appraisal for guidance on what the employee is being measured on, and have the manager coach the employee based on the expectations.

Answer: A

NEW QUESTION # 92

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