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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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	• 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.

ATD The Certified Professional in Talent Development Sample Questions (Q92-Q97):

NEW QUESTION # 92
A new manager has been assigned to meet with a talent development (TD) coach. At the first meeting, the manager states "I am who I am, and no amount of coaching will change me." Which should be the TD coach's top priority?

- A. Discover the personal triggers that may help the manager become more coachable
- B. Help the manager to understand how being "uncoachable" puts the manager's job at risk
- C. Help the manager to develop a career transition plan for a role that is a better fit
- D. Report the manager's attitude to a senior leader

Answer: A

Explanation:
Coaching best practices from the ATD Handbook emphasize that "before offering solutions, uncover internal motivators and triggers that may create openness to development".
Building trust and emotional buy-in precedes behavior change.
Reference: ATD Handbook for Training and Talent Development (2022), Coaching Practices.

NEW QUESTION # 93
A talent development (TD) professional works at a small Internet-based company. The TD professional is tasked with training a group of customer service representatives to process refunds in a new software application.
The TD professional is creating the training plan for the new software and wants to develop the learners' troubleshooting skills by incorporating unexpected complexities that staff might encounter.
The training plan is created and approved, and the TD professional develops the training materials.
The TD professional starts the training session with a short lecture, but the learners are being fairly quiet. The TD professional is worried that learners are not understanding the material but are too afraid to ask questions.
What should the TD professional do to encourage learners to ask questions?

- A. Have learners wait to ask their questions at the end of the lecture.
- B. Ask learners to provide examples of situations they have experienced related to the content.
- C. Stop at natural points and ask if there are any questions.
- D. Pause intentionally and give learners enough time to think of questions.
- E. Pause if two or more learners are talking among themselves, and ask if they have a question.
- F. Stay on schedule, thereby providing stability for the learners and making them more comfortable.

Answer: D

NEW QUESTION # 94
Which consideration is most important when developing e-learning or classroom training for a global environment?

- A. Planning for cultural portability
- B. Emphasizing cultural differences
- C. Emphasizing that all cultures are similar
- D. Focusing on the dominant culture

Answer: A

Explanation:
TheATD Handbooknotes that "planning for cultural portability-ensuring materials and delivery methods work across diverse cultures-is critical for global learning effectiveness".
Ignoring or assuming similarities can cause miscommunication or failure.
Reference:ATD Handbook for Training and Talent Development (2022), Global Learning Considerations.

NEW QUESTION # 95
An engineering company utilizes two learning management systems (LMSs): one manages technical training, and the other manages professional development (or non-technical training) for all of the company's engineers. Over time, changes in reporting requirements have caused the use of two different systems to be difficult and time-consuming. It has been decided that a new LMS is to be selected, with a goal of improving the time constraints of using training information from both systems. A talent development (TD) professional is put in charge of facilitating the selection and implementation of the new LMS.
After completing the research process, the TD professional develops a strong business case to recommend LMS Provider A. A few days before the recommendation is presented to the executive leadership team, the TD professional's supervisor hears about LMS Provider Z at a networking meeting and suggests that the TD professional consider Provider Z, which was not included in the TD professional's analysis.
What should the TD professional do?

- A. Compare Provider Z to the existing analysis that led to the TD professional's recommendation.
- B. List the negative outcomes if Provider Z is selected.
- C. Proceed with recommending Provider A regardless of this alternative recommendation.
- D. Ask the TD professional's supervisor probing questions to determine the reason(s) for recommending Provider Z.
- E. Ask the information technology director to help influence the TD professional's supervisor.
- F. Tell the supervisor that Provider Z will not work.
- G. Present the potential positive business outcomes for selecting Provider A.
- H. Bring in Provider A to make a presentation to the TD professional's supervisor.

Answer: A,D

NEW QUESTION # 96
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. Support from key stakeholders cannot be obtained without establishing strong relationships first
- C. A sense of shared ownership and effective inclusion create the foundation of a strong team
- D. Strong relationships among team members provide the best return on investment (ROI) for the department

Answer: C

Explanation:
According toFirst-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 # 97

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