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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q89-Q94):

NEW QUESTION # 89

Which statement best describes D.E. Super's theory of career development?

- A. It uses tests that are based on individual interests to determine best career choice
- B. It states that career choice is determined through interviews that deal with six types of work environments
- C. It uses concepts from psychology and is considered behavioral career counseling
- D. It emphasizes that choice of occupation is highly influenced by a person's self-image

Answer: D

Explanation:

Super's Life-Span, Life-Space Theory(Career Development Theory Certification Reading) states: "Career choice and development are heavily influenced by the individual's self-concept evolving over time".

Self-image matching to occupational roles is central to his theory.

Reference:Career Development Theory, Donald Super.

NEW QUESTION # 90

A talent development (TD) professional is starting to plan an organizational development strategy. Which task should the TD professional perform first?

- A. Make an itemized budget
- B. Determine the scope of the learning plan
- C. Define the goals of the strategy
- D. Specify the skills that will be developed by the participants

Answer: C

Explanation:

In the ATD Talent Development Capability Model, under Organization Development & Culture, the first critical step to designing any strategy is "defining clear business-aligned goals and objectives to ensure the effort addresses the true needs of the organization".

Without clear goals, subsequent decisions about scope, design, and budget risk being misaligned with organizational priorities.

Reference: ATD Talent Development Capability Model, Organization Development & Culture capability.

NEW QUESTION # 91

After collecting evaluation data using a detailed questionnaire, what data display should be used in the first stage of the analysis?

- A. Frequency table
- B. Line graph
- C. Box plot
- D. One-way table

Answer: A

Explanation:

Data & Analytics basics from CPTD Outline state that "early-stage analysis uses frequency tables to organize survey results by showing how often each response occurred".

It's the most fundamental first step before more complex analysis.

Reference: CPTD Detailed Content Outline, Data Presentation and Analysis.

NEW QUESTION # 92

Which is the most beneficial action a manager can take to impact an employee's career development?

- A. Help the employee improve self-awareness.
- B. Offer the employee a mentorship opportunity.
- C. Help the employee create a personal development plan
- D. Offer the employee a promotion to a higher level.

Answer: C

NEW QUESTION # 93

A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).

The TD professional determines that the team members are not motivated to use the KMS because they find it too time-consuming to access useful information.

The TD professional implements strategies to engage and motivate the cloud services team members in using the KMS. The TD professional now wants to enlist the cloud services managers to ensure continued use of the KMS by the team members.

What should the TD professional do?

- A. Suggest that the human resources team add a line to manager job descriptions stating their responsibility for creating a culture of knowledge sharing.

- B. Have managers sign a contract to ensure they will support the KMS effort to the fullest extent.
- C. Provide all managers with a brief guide on follow-up techniques to use with their teams.
- D. Create opportunities for managers to share best practices and brainstorm solutions to challenges.
- E. Request that managers be provided with regular reports on KMS usage by their team members.
- F. Encourage managers to recognize and reward team members who increase their KMS usage appropriately.
- G. Recommend that manager bonuses be tied to usage statistics.

Answer: F

NEW QUESTION # 94

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