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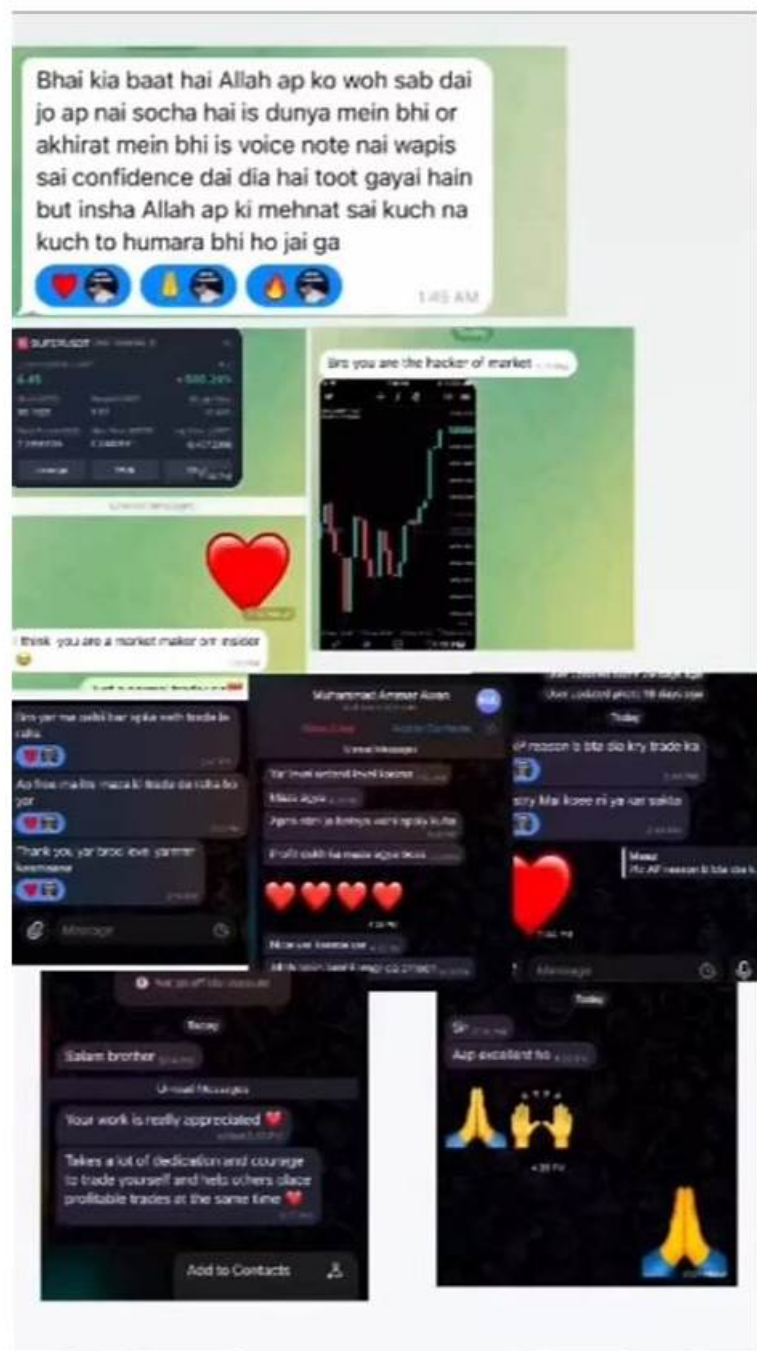
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ATD The Certified Professional in Talent Development Sample Questions (Q149-Q154):

NEW QUESTION # 149
What is the best way a talent development professional can create a strong business case for continuing an existing training program?

- A. Compare the amount of money spent on the program with that spent on other training programs
- B. Review end-of-course evaluations to assess participant reactions
- C. Demonstrate how the training program improved on-the-job performance
- D. Show how the training program contributed to the achievement of business objectives

Answer: D

Explanation:
ATD's Guide to Business Casesstates: "The strongest business case ties the training program directly to the achievement of key business goals or results".
Participant satisfaction or costs are secondary to business impact.
Reference:ATD Handbook, Business Case Development for TD Programs.

NEW QUESTION # 150
A loan manager in a large bank accessed a direct report's personal bank account in the bank's system out of curiosity. This direct report became aware of the unauthorized account access and consulted the human resources (HR) department. The HR manager initiates an ethics investigation and also asks the talent development (TD) department to determine whether a training solution is needed. The TD professional assigned to this task has never before been involved in any compliance and ethics situation.
What should the TD professional do?

- A. Meet with the loan manager's direct superior.
- B. Consult with the TD professional's direct manager about what to do first.
- C. Review company policies on ethics and compliance.
- D. Review company rules regarding accessing customer data.
- E. Research vendors specializing in ethics training.
- F. Consult with external legal counsel.
- G. Review the laws and regulations regarding access to employee financial records.
- H. Contact state regulators to determine if the loan manager's action is illegal.
- I. Consult with the compliance department.

Answer: C,I

NEW QUESTION # 151
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.
What should the TD professional do?

- A. Conduct lectures to provide instruction, then have learners practice processing the refunds on their own.

- B. Walk through example refunds with the learners.
- C. Remove nonessential information from the learning materials.
- D. Provide a demonstration of the new software application.
- E. Provide the instruction manual for the new software application for staff to learn on their own.

Answer: B

NEW QUESTION # 152

Which steps are considered best practice when making a business case for a talent development program?

- A. Gathering data, defining a rationale, and delivering supporting information
- B. Developing a budget, performing an organizational analysis, and creating an evaluation plan
- C. Creating a program vision, defining values, and establishing competencies
- D. Holding focus groups, reviewing employee engagement surveys, and interviewing senior leaders

Answer: A

Explanation:
ATD's Handbook for Training and Talent Development (2022) outlines the essential components of making a business case: "gather organizational data, define a clear rationale linked to business needs, and present strong supporting information showing the impact of the proposed learning intervention".
Without clear data and rationale, executive approval is less likely.
Reference:ATD Handbook for Training and Talent Development (2022), Business Case Development.

NEW QUESTION # 153

What should a talent development professional do to best facilitate retention in a multi-subject course?

- A. Space activities around each subject throughout the course
- B. Utilize one activity per subject during the course
- C. Test for all content at the end of the course
- D. Put all exercises at the end of the training

Answer: A

Explanation:
According toMake It Stick: The Science of Successful Learning(Brown et al., Certification Reading List), spaced practice-distributing learning activities over time - enhances retention far better than massed practice.
Spreading activities by subject during the course encourages memory encoding and recall.
Reference:Make It Stick: The Science of Successful Learning (2014).

NEW QUESTION # 154

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