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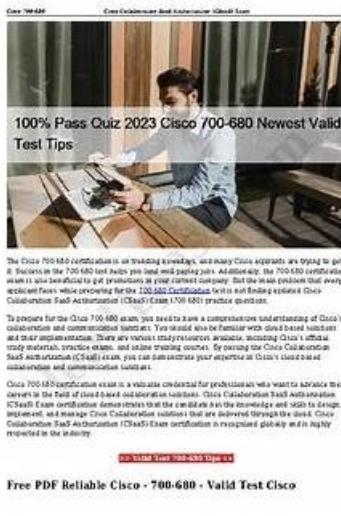

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ATD CPTD Exam Syllabus Topics:

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	• 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 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q136-Q141):

NEW QUESTION # 136
An organization with high turnover had attempted to reduce turnover by increasing wages and paid time off.
A year later, the turnover rate had not changed. Which is the best approach for solving the issue?

- A. Systems thinking
- B. Complexity theory
- C. Six Sigma
- D. Organizational change theory

Answer: A

Explanation:
As per theCPTD Detailed Content Outline(2020), withinImpacting Organizational Capability, using systems thinkingis emphasized to solve complex organizational issues. Systems thinking "recognizes that organizational challenges are rarely isolated but are instead interconnected with multiple causes and effects.
Solutions must address the full system, not just surface-level symptoms".
Simply adjusting wages addresses only a symptom. Systems thinking would analyze broader causes like leadership quality, job design, communication, or growth opportunities influencing turnover.
Reference:CPTD Detailed Content Outline, Domain 3: Impacting Organizational Capability, Systems Thinking.

NEW QUESTION # 137
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.
What should the TD professional do to facilitate the selection process?

- A. Conduct research on what systems are being used by similar companies.
- B. Analyze consequences for keeping both systems.
- C. Have a select group of end-user engineers research and make recommendations regarding the best system.

- D. Define the capabilities needed for this system, as compared to current gaps.
- E. Select the system with the best user interface.
- F. Perform an environmental scan to determine the capabilities offered by different LMSs.
- G. Seek consensus of stakeholders on prioritization of system capabilities.

Answer: D,F,G

NEW QUESTION # 138

A talent development (TD) professional is working as an independent consultant for a company. The TD professional signs a nondisclosure agreement and gains access to protected company data and information.
Which type of law would the TD professional most likely be breaking if the information is misused?

- A. Fair use law
- B. Trade secret law
- C. Copyright law
- D. Intellectual property law

Answer: B

Explanation:
Per the ATD Handbook: "Misuse of protected proprietary information - such as client lists, formulas, business strategies - falls under trade secret law, not general copyright or IP law".
Trade secret violations occur when confidential business information is disclosed without permission.
Reference: ATD Handbook for Training and Talent Development (2022), Compliance and Ethics.

NEW QUESTION # 139

Which is the most effective approach for a talent development professional to test and evaluate learning management systems (LMSs)?

- A. Ask for an online demonstration of each LMS for executives and managers of the organization
- B. Request a list of available features so functional experts can conduct an evaluation of each LMS
- C. Request access to each LMS for the review team to test out the system's functionality and features
- D. Set up a site visit to each vendor's location so that key administrators can experience a live demonstration of the LMS

Answer: C

Explanation:
LMS Evaluation Best Practices from the ATD Handbook state: "Hands-on testing by end users and administrators is the most reliable way to evaluate LMS performance, usability, and suitability for the organization".
Demos often hide shortcomings; direct access reveals the real experience.
Reference: ATD Handbook for Training and Talent Development (2022), Learning Technologies Selection.

NEW QUESTION # 140

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

Answer: A,D

NEW QUESTION # 141

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