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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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.

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ATD The Certified Professional in Talent Development Sample Questions (Q94-Q99):

NEW QUESTION # 94

Which step in a change management process is most important for instituting sustainable change?

- A. Benchmark successes pertaining to the new change to similar organizations
- B. Create meaningful data about the progress of the change and share data with key stakeholders
- C. Rally key stakeholders to create work groups to usher in the new change
- **D. Position the change as a strategic priority at the organization**

Answer: D

Explanation:

Kotter's Leading Change(Certification Reading List) andATD Organizational Capability Modelboth stress that "unless change is positioned and communicated as a strategic organizational priority, it will likely lose momentum and fail".

Change must have senior leadership sponsorship and integration into core business strategy.

Reference:Leading Change, John Kotter (2012).

NEW QUESTION # 95

An operations director for a retail call center asks a talent development (TD) manager to analyze the recent rise in incorrect orders, which are up 40% in the past month.

Which action(s) should the TD manager take to determine the root cause(s)?

- A. Request a report on recent online retail trends.
- **B. Analyze data regarding recent orders.**
- C. Conduct employee focus groups.
- **D. Analyze recent staffing.**
- E. Create a plan for retraining employees.
- **F. Identify and interview employees who are making mistakes.**
- **G. Review recent organizational changes.**

Answer: B,D,F,G

NEW QUESTION # 96

Which organizational capability must be included when assessing a training program using a systems approach?

- A. Role competencies
- **B. Stakeholder objectives**
- C. Organization design
- D. Culture dynamics

Answer: B

Explanation:

According to theCPTD OutlineunderSystems Thinking and Performance Analysis, training assessments must "align with key stakeholder objectives to ensure organizational relevance and impact".

Stakeholder alignment ensures the training solves business needs, not just training gaps.

Reference:CPTD Detailed Content Outline, Systems Approach to Learning Strategy.

NEW QUESTION # 97

Which learning concept is best exemplified by the question, "Why do I need to know this?"

- A. Gagne's nine levels of learning
- **B. Knowles's adult learning theory**
- C. Bloom's taxonomy
- D. Mager's criterion-referenced instruction approach

Answer: B

Explanation:

Malcolm Knowles's Andragogy Model explains that "adult learners are motivated to learn when they see immediate relevance to their life or work tasks".

Answering "Why?" is central to adult learning.

Reference: The Adult Learner, Malcolm Knowles.

NEW QUESTION # 98

A talent development professional is planning a company-wide volunteer day event. One of the risk factors identified is the possibility that too few volunteers will participate. What are the two primary considerations in evaluating this risk?

- A. Can the risk be prevented, and what should be done if it occurs anyway?
- B. Who can help mitigate the risk and will they accept full responsibility?
- **C. How likely it is that this particular risk will occur and what is the impact if it does occur?**
- D. Is it reasonable to accept this particular risk, and if so, how can it be prevented?

Answer: C

Explanation:

Per the CPTD Detailed Content Outline in Impacting Organizational Capability, effective risk management involves assessing "the probability of occurrence and the magnitude of the impact".

Evaluating both likelihood and impact allows the TD professional to decide whether mitigation or contingency planning is necessary.

Reference: CPTD Detailed Content Outline, Risk Assessment in Organizational Projects.

NEW QUESTION # 99

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