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ATD CPTD

The Certified Professional in Talent Development

Questions & Answers PDF
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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> • 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 (Q60-Q65):

NEW QUESTION # 60

A talent development (TD) professional is designing performance and training solutions for new core services. Which question would best help the TD professional begin to establish the Level 4 impact metrics around these new services?

- A. What does success look like for the organization?
- B. What talent skills gap needs to be addressed?
- C. What are challenges in expanding these core services?
- D. What is driving this need for new core services?

Answer: A

NEW QUESTION # 61

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

- A. Create meaningful data about the progress of the change and share data with key stakeholders
- B. Benchmark successes pertaining to the new change to similar organizations
- 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 # 62

A talent development (TD) professional is approached by a department manager for advice on how to improve an employee's

performance on assigned monthly reports. How should the TD professional approach this situation?

- A. Assess the manager's relationship with the employee, the manager's leadership skills, and the manager's ability to coach this employee for improved performance.
- B. Assess the employee's last performance review against the employee's current performance, and look at the employee's full history.
- C. Suggest that the manager review the yearly performance appraisal for guidance on what the employee is being measured on, and have the manager coach the employee based on the expectations.
- **D. Suggest that the manager define what satisfactorily completed work looks like, such as number of errors on the report, amount of time it takes to complete the work, and readability of the report.**

Answer: D

NEW QUESTION # 63

A talent development (TD) department wants to strengthen its partnership in decision-making with senior leaders. Which action would be best for the TD department to take?

- **A. Implement a governance board**
- B. Build a business strategy
- C. Ask to attend senior strategy sessions
- D. Ask senior leaders which programs to retain

Answer: A

Explanation:

According to ATD Talent Development Capability Model, establishing a governance board

"institutionalizes TD involvement in strategic decision-making, ensuring a consistent voice at the leadership table".

Ad-hoc participation is not sustainable.

Reference: ATD Talent Development Capability Model, Organizational Decision-Making Structures.

NEW QUESTION # 64

Which activity represents the best example of a meaningful diversity and inclusion strategy in a workplace?

- A. Implement a fixed hiring model that will ensure at least one person from every type of diversity group is represented in the local/regional workforce
- B. Solicit input from employees and gather interest in various topics to offer targeted webinars to the organization around diversity and inclusion
- C. Issue an invitation to all employees to join the company's diversity committee so they can direct the company's activities around diversity and inclusion
- **D. Establish an executive-sponsored mentoring program with a designated budget and practices designed to support employees to increase the value they bring to the company**

Answer: D

Explanation:

According to the ATD Talent Development Capability Model (2024), under Cultural Awareness and Inclusion (part of Building Personal Capability), success is defined by embedding diversity, equity, and inclusion (DEI) efforts into business practices.

Specifically, "effective DEI practices must be executive-sponsored, measurable, budgeted, and tied to business outcomes, not just compliance or check-the-box activities".

A mentoring program sponsored at the executive level with a dedicated budget directly reflects systemic support, leadership engagement, and a sustainable inclusion effort.

Reference: ATD Talent Development Capability Model, Cultural Awareness & Inclusion, 2024.

NEW QUESTION # 65

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professionals struggle with managing their time and studying effectively, making it difficult to pass the The Certified Professional in Talent Development (CPTD) Exam.

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