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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Building Personal Capability:</b> This section of the exam measures skills of Learning &amp; 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Impacting Organizational Capability:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Developing Professional Capability:</b> 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.</li></ul>

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## in Talent Development Latest Dumps Sheet

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### ATD The Certified Professional in Talent Development Sample Questions (Q68-Q73):

#### NEW QUESTION # 68

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. Define the capabilities needed for this system, as compared to current gaps.
- B. Select the system with the best user interface.
- C. Analyze consequences for keeping both systems.
- D. Seek consensus of stakeholders on prioritization of system capabilities.
- E. Perform an environmental scan to determine the capabilities offered by different LMSs.
- F. Have a select group of end-user engineers research and make recommendations regarding the best system.
- G. Conduct research on what systems are being used by similar companies.

Answer: A,D,E

#### NEW QUESTION # 69

Which leadership ability is of most value for fostering an organization's long-term success?

- A. Creating and implementing new company strategies
- B. Developing and implementing continuous improvement ideas
- C. Establishing and maintaining trusting and collaborative relationships
- D. Managing and measuring meaningful work tasks

Answer: C

Explanation:

ATD Leadership Development Best Practices emphasize that "trust and collaboration build resilient, innovative organizations capable of long-term success".

Without trust, even the best strategies and processes will falter.

Reference: ATD Handbook, Leadership Competency Models.

#### NEW QUESTION # 70

A talent development (TD) professional has been asked to evaluate the capability of an organization's employees to move into positions of greater responsibility when required. The deliverable will be a report on the skill sets for succession in the organization. What would be the most effective approach for the TD professional to take?

- A. Send a survey asking about future leadership potential and interest from employees; follow up with a group discussion for those expressing interest in a leadership position
- B. Research and recommend an assessment process such as a 360-degree assessment or a psychometric assessment; review data contained in the performance management system, including past performance reviews
- C. Review company training records for past training attendance in leadership sessions; review project committees and

leadership roles taken in the committees

- D. Hold focus groups with employees interested in leadership positions to identify potential leaders; meet with senior leaders individually to discuss who they feel could take on greater responsibility within the organization

**Answer: B**

Explanation:

According to Succession Planning Best Practices (ATD Handbook), "Combining objective assessments (360-degree or psychometric) with performance review data creates the most complete, unbiased profile of leadership readiness".

Self-reports alone are insufficient.

Reference: ATD Handbook, Succession Planning Methods.

### NEW QUESTION # 71

A new manager has a team comprised of four different generations of employees. Which action by the manager would be most likely to minimize intergenerational conflict within the team?

- A. Listen actively to each team member
- B. Poll each team member
- C. Acknowledge the diverse viewpoints of each team member
- D. Define what is important to each team member's generation

**Answer: C**

Explanation:

According to the ATD Talent Development Capability Model under Cultural Awareness, minimizing generational conflict requires recognizing and acknowledging diverse perspectives rather than stereotyping or categorizing by generation.

Building awareness and respect for different values and communication styles is fundamental.

Reference: ATD Talent Development Capability Model, Personal Capability - Cultural Awareness.

### NEW QUESTION # 72

A talent development professional has been asked to take a six-hour in-person meeting and transform it into an online course. Which is the best way to create engaging training that will not be a burden for learners to complete?

- A. Host synchronous online meetings with small-group projects.
- B. Create a learning module where learners are given information and interactions to test their knowledge.
- C. Create a blend of synchronous and asynchronous learning events, ending with a live webinar.
- D. Create a manual in a digital format for learners to review, with a knowledge check at the end.

**Answer: C**

### NEW QUESTION # 73

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