

적중율높은CPTD시험덤프공부시험대비덤프

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ATD CPTD 시험요강:

주제	소개
주제 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.

주제 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.
주제 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.

>> CPTD시험덤프공부 <<

최신 CPTD시험덤프공부 인증시험 덤프자료

인테넷에 검색하면 ATD CPTD시험덤프공부자료가 해아릴수 없을 정도로 많이 검색됩니다. 그중에서 Pass4Test의 ATD CPTD제품이 인지도가 가장 높고 가장 안전하게 시험을 패스하도록 지름길이 되어드릴수 있습니다.

최신 Talent Development CPTD 무료샘플문제 (Q135-Q140):

질문 # 135

A talent development professional has been hired to assess the motivation of a client's workforce and provide a performance improvement solution. Which three questions would be most important to ask the client?

- A. What goals are the employees accountable for? After a solution is implemented, what will the employees be able to do? What are the objectives for the workforce?
- B. What motivates the current workforce? What is causing employees' lack of motivation? What would a motivated workforce look like?
- C. What solutions have you tried in the past for motivating the workforce? What solutions worked? What solutions did not work?
- D. What are the current workflows and workloads? What are the bottlenecks? What aspects of the work are awkward?

정답: B

설명:

ATD's Performance Improvement model advises that "identifying intrinsic and extrinsic motivators, diagnosing causes of demotivation, and defining successful future states are critical diagnostic questions".

Understanding root causes of motivation gaps is essential before prescribing solutions.

Reference: ATD Handbook, Performance Improvement Processes.

질문 # 136

When following an organizational diagnosis model, which two variables that impact an organization would most appropriately be examined at both the organizational and group levels?

- A. Culture and technology
- B. Group behavior and individual attitudes
- C. Structure and group composition
- D. Processes and individual motivation

정답: A

설명:

According to Organizational Diagnosis Models (CPTD Outline), "Culture and technology operate at both macro (organization-wide) and micro (team or department) levels".

Both deeply shape how work gets done across layers.

Reference: CPTD Detailed Content Outline, Organizational Systems Diagnosis.

질문 # 137

A talent development (TD) professional facilitates a three-week training course for all of a company's new hires. Company onboarding guidelines state that new hires must pass the course final exam with a score of 80% or higher in order to continue in the job, but the guidelines also provide for some discretion on the part of the hiring manager. Participant A fails the final exam with a score of 78%. Participant A was frequently late to training, did not readily participate, and fell asleep twice during the course. Participant B fails the final exam with a score of 60%. Participant B arrived early every day during training to request additional help, actively participated in group activities, took copious notes, and got along with everyone in the course. What should the TD professional do?

- A. Provide the exam results to the HR department and the hiring manager.
- B. Advocate to the hiring manager on Participant B's behalf.
- C. Meet with Participant B, and explain the exam results.
- D. Research other jobs within the company for which Participant B might be more qualified.
- E. Offer to provide one-on-one coaching to Participant B.
- F. Document the observable behaviors, and provide these data points to the HR department and the hiring manager.

정답: B,E

질문 # 138

Which is the best quality improvement tool for a team that is ready to design a flowchart for a new product release?

- A. Cause-effect diagram
- B. Process map
- C. Pareto chart
- D. Fishbone diagram

정답: B

설명:

According to Quality Tools for Process Improvement(Certification Reading List), "a process map is the best tool to visually depict sequential steps in a process for design, communication, and improvement".

Fishbone diagrams diagnose causes, not process flows.

Reference: The Memory Jogger II: Quality Tools for Process Improvement.

질문 # 139

A talent development (TD) professional has gained upper management's support to introduce individual development plans (IDPs) as a tool for employee development. Which first steps should the TD professional take to launch a successful IDP program?

- A. First link the IDP framework to the organization's mission statement; second collect and share data to show executives the impact of IDPs on employee skills development and attrition
- B. First, create an IDP framework and formal check-in timeline; second require managers to submit IDP progress reports on a quarterly basis or risk having their network access blocked
- C. First, create a company-wide communications plan to promote the program launch; second, educate employees on goal-setting best practices as they complete their IDPs
- D. First, create an IDP framework that links to the organization's business strategy; second, support and educate managers on their role as they initiate the process with their direct reports

정답: D

설명:

The ATD Talent Development Capability Model explains under Career & Leadership Development that effective individual development planning "must link to the organization's strategic goals and must be manager-driven to ensure relevance and commitment". Educating managers helps embed IDPs into ongoing performance management processes, ensuring they are not seen as an HR formality.

Reference: ATD Talent Development Capability Model, Career and Leadership Development capability.

질문 #140

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