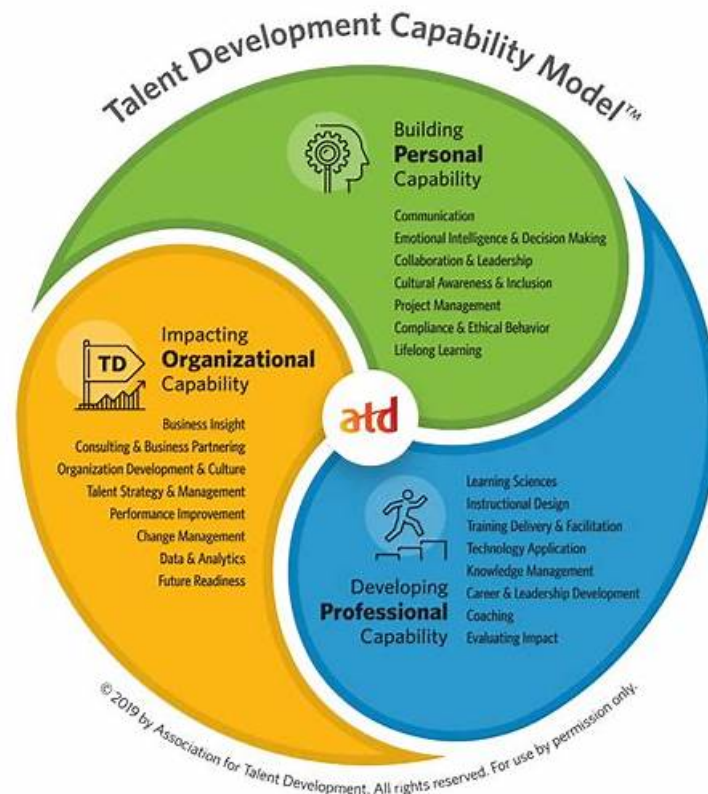# Quiz Perfect ATD - CPTD - The Certified Professional in Talent Development Training Solutions

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ATD The Certified Professional in Talent Development Sample Questions (Q14-Q19):

NEW QUESTION # 14
Which question is most critical for a talent development professional to answer before implementing an employee engagement

survey?

- A. What will be learned from the feedback?
- B. Who should be included in the survey?
- C. What is the purpose of the survey?
- D. How will the feedback be collected?

Answer: C

Explanation:
TheCPTD Detailed Content Outlinespecifies that when gathering organizational data, defining thepurpose of the data collectionis fundamental: "Clear definition of the objective of a data collection effort ensures actionable results that drive talent development strategies aligned with organizational goals".
If the purpose is unclear, all other decisions - such as sampling, methods, analysis - could lead to invalid or irrelevant results.
Reference:CPTD Detailed Content Outline, Domain 3: Impacting Organizational Capability, Data & Analytics section.

NEW QUESTION # 15
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. Document the observable behaviors, and provide these data points to the HR department and the hiring manager.
- B. Advocate to the hiring manager on Participant B's behalf.
- C. Provide the exam results to the HR department and the hiring manager.
- D. Offer to provide one-on-one coaching to Participant B.
- E. Research other jobs within the company for which Participant B might be more qualified.
- F. Meet with Participant B, and explain the exam results.

Answer: B,D

NEW QUESTION # 16
Which level of Kirkpatrick's model should a talent development professional use to measure the impact of learning during and after a training course?

- A. Level 2
- B. Level 3
- C. Level 1
- D. Level 4

Answer: B

NEW QUESTION # 17
Which is the most effective way for a facilitator to incorporate adult learners' previous experience?

- A. Invite discussions on the content
- B. Link objectives to internal motivators
- C. Provide significant practice with feedback
- D. Utilize case studies detailing typical experiences

Answer: A

Explanation:
According toKnowles' Adult Learning Theory(referenced in the Certification Reading List:The Adult Learner, Knowles, 2015),

adults "bring rich experiences into the learning environment" and "learn best when those experiences are acknowledged and integrated into the session".

Inviting discussions directly draws upon their prior knowledge, making learning personally meaningful and more effective.

Reference:The Adult Learner, Knowles (2015), Adult Learning Principles.

NEW QUESTION # 18

Which action by a talent development professional would be most useful in helping a company support employee development when there is a wide range in ages in the workplace?

- A. Review job titles and descriptions and rewrite them to fit the different age ranges within the workforce
- B. Review employee benefits and perks to attract the age range preferred by the organization
- C. Review career paths and develop strategies to improve the needed skill sets among all employees
- D. Review course offerings and ensure there are plenty of instructor-led training classes to meet the requirements of the older workers

Answer: C

Explanation:

Multigenerational Workforce Best Practices(ATD Handbook) advise "focusing on career pathing and skill- building initiatives that meet the needs of all ages rather than targeting solutions by generation".

This approach is equitable and sustainable.

Reference:ATD Handbook, Managing a Multigenerational Workforce.

NEW QUESTION # 19

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