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## ATD The Certified Professional in Talent Development Sample Questions (Q93-Q98):

### NEW QUESTION # 93

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 are the current workflows and workloads? What are the bottlenecks? What aspects of the work are awkward?
- B. What solutions have you tried in the past for motivating the workforce? What solutions worked? What solutions did not work?

- C. 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?
- **D. What motivates the current workforce? What is causing employees' lack of motivation? What would a motivated workforce look like?**

**Answer: D**

Explanation:

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.

#### **NEW QUESTION # 94**

When creating a talent development (TD) initiative, which activity will best help a TD professional gain leadership support for the plan?

- A. Identifying target participants
- B. Outlining a list of learning resources
- **C. Drafting a business case for learning**
- D. Preparing a detailed budget

**Answer: C**

Explanation:

ATD's Business Case Development Standards state that "leaders respond best to business cases that connect learning investments directly to strategic priorities and expected results".

Listing resources or participants without showing impact is insufficient.

Reference: ATD Handbook for Training and Talent Development (2022), Business Case for Talent Development.

#### **NEW QUESTION # 95**

Which is a learning activity guided by constructivist learning theory?

- A. Lecture
- B. Physically active learning exercise
- **C. Role-play exercise**
- D. Listening to a podcast

**Answer: C**

Explanation:

According to Constructivist Learning Theory (Certification Reading List: How People Learn, Bransford et al.), learners "construct their own knowledge through active engagement in realistic tasks," such as role-plays.

Passive listening or lecture does not align with constructivism; active problem-solving does.

Reference: How People Learn: Brain, Mind, Experience, and School (Bransford et al.)

#### **NEW QUESTION # 96**

The total cost of ineffective e-learning includes the cost of which factors?

- **A. Poor performance plus missed opportunities**
- B. Development plus implementation
- C. Software platform plus integration
- D. Instructional designer salaries plus missed schedule deadlines

**Answer: A**

Explanation:

The ATD Handbook explains that "the hidden cost of ineffective e-learning is not just development cost, but the productivity losses,

poor employee performance, and missed business opportunities that result".

Quality matters far beyond the initial software investment.

Reference:ATD Handbook for Training and Talent Development (2022), Cost of Learning Quality.

### NEW QUESTION # 97

Which is the most beneficial action a manager can take to impact an employee's career development?

- A. Offer the employee a mentorship opportunity.
- B. Offer the employee a promotion to a higher level.
- C. Help the employee create a personal development plan.
- D. Help the employee improve self-awareness.

**Answer: C**

### NEW QUESTION # 98

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