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CSEP CPT Exam

what is the average stroke volume during exercise and at rest? - ANSWERRest: 70 mL/b
Exercise: 120-190mL/b

what is the average cardiac output at rest and during Exercise? - ANSWERRest: 4900 mL/min
Exercise: 22800-34200 mL/min

What is the fuel for the anaerobic alactic system? Duration? By products? - ANSWERFuel: ATP and PCr
Duration : 0-15 secs
By products: ADP, Cr, Pi

What is the fuel for the anaerobic lactic system? Duration? By-products? - ANSWERFuel: CHO
Duration: 15-120 secs
By-Products: Lactic Acid, 2 ATP/mol CHO

What is the fuel for the aerobic system? Duration? By-products? - ANSWERFuel: CHO, Fats, and Proteins (5%)
Duration: 120 -several hours
By-Products: Heat, 36 ATP/mol CHO, H2O, CO2

What is the valid direct measure of MAP or VO2? - ANSWER breath by breath analysis whereby the subject is hooked up to an analyzer via a hose/mask. The contents of each breath is then analyzed while incrementally increasing the WR/WL until the subject can no longer maintain the intended intensity minimum or the tester deems them unfit to continue.

What are METs? - ANSWER MET or Metabolic Equivalent is the ratio of energy consumption to a reference metabolic rate set by convention to 3.5 ml O2/kg/min.

What are the METs during light intensity, moderate intensity, vigorous intensity, and moderate-vigorous intensity PA? - ANSWERLight: >1.5 MET <3.0
Moderate: 3-6 METS
Vigorous: >6 MET
Mod-Vig: All Activities > 3 METs

Define Muscular Strength. - ANSWER is the ability to produce maximal force at a given speed.

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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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.

Topic 2	<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 3	<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.

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ATD The Certified Professional in Talent Development Sample Questions (Q98-Q103):

NEW QUESTION # 98

A talent development (TD) professional is starting to plan an organizational development strategy. Which task should the TD professional perform first?

- **A. Define the goals of the strategy**
- B. Specify the skills that will be developed by the participants
- C. Determine the scope of the learning plan
- D. Make an itemized budget

Answer: A

Explanation:

In the ATD Talent Development Capability Model, under Organization Development & Culture, the first critical step to designing any strategy is "defining clear business-aligned goals and objectives to ensure the effort addresses the true needs of the organization".

Without clear goals, subsequent decisions about scope, design, and budget risk being misaligned with organizational priorities.

Reference: ATD Talent Development Capability Model, Organization Development & Culture capability.

NEW QUESTION # 99

An organization with offices in four countries must comply with a new policy within three months, and a talent development professional is tasked with creating training for the new policy. There is no additional budget for this training. Which is the best option for training employees?

- A. Offer in-person courses multiple times in each office so everyone is able to attend, and provide printed job aids.
- B. Conduct a live webinar that is recorded and shared with anyone who could not attend, and distribute a handout electronically.
- C. Broadcast a video with policy information and a message from senior management in support of the policy, and use a quiz to confirm learning transfer.
- **D. Provide an asynchronous online course with information about the new policy, and use a quiz to confirm learning transfer.**

Answer: D

NEW QUESTION # 100

A talent development professional and an external training vendor have agreed to a percentage of the overall cost as profit. What is this called?

- A. Performance-based fee
- B. Firm fixed price
- C. Cost plus incentive fee
- D. Cost plus fixed price

Answer: C

Explanation:

According to ATD Project Management for Learning Professionals, a Cost Plus Incentive Fee (CPIF) contract "pays the vendor for costs incurred plus an agreed-upon incentive or profit percentage tied to cost control or results".

Firm fixed price means no adjustment based on actual costs.

Reference: Project Management for Learning Professionals (ASTD Press).

NEW QUESTION # 101

In the development of a knowledge management system (KMS), which is the best action for a talent development professional to take in order to avoid the pitfall of employees hoarding knowledge or being unwilling to share it?

- A. Create a key performance indicator on knowledge sharing
- B. Honor and acknowledge those who contribute to and use the KMS
- C. Create a standard operating procedure that includes knowledge sharing
- D. Have members of senior leadership set the example by sharing their knowledge

Answer: B

Explanation:

According to Knowledge Management Best Practices in the ATD Handbook, "Recognizing and rewarding contributions to a knowledge management system encourages participation and reduces hoarding".

Formal incentives or acknowledgment drive sharing behavior.

Reference: ATD Handbook for Training and Talent Development (2022), Knowledge Management.

NEW QUESTION # 102

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

Answer: C

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 # 103

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