

# CPTD Exam Experience | New CPTD Test Tips



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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>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>
Topic 3	<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>

>> CPTD Exam Experience <<

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

### NEW QUESTION # 98

A small company has just established its first talent development (TD) department and hired its first TD manager. Which action should the TD manager take early on to create a strong learning culture?

- A. Develop communications to encourage leadership support for the TD function
- **B. Execute activities to inspire a positive attitude and growth mindset in the company**
- C. Benchmark with other organizations for advice on how they established a strong TD department
- D. Organize functions to introduce and explain the TD manager's role in the company

**Answer: B**

Explanation:

The ATD Talent Development Capability Model emphasizes that "building a learning culture starts with fostering a growth mindset and positive orientation toward learning among employees and leaders".

Technical structures come later.

Reference: ATD Talent Development Capability Model, Building a Learning Culture.

### NEW QUESTION # 99

Which consideration is most important when developing e-learning or classroom training for a global environment?

- A. Emphasizing cultural differences
- B. Focusing on the dominant culture
- C. Emphasizing that all cultures are similar
- **D. Planning for cultural portability**

**Answer: D**

Explanation:

The ATD Handbook notes that "planning for cultural portability—ensuring materials and delivery methods work across diverse cultures—is critical for global learning effectiveness".

Ignoring or assuming similarities can cause miscommunication or failure.

Reference: ATD Handbook for Training and Talent Development (2022), Global Learning Considerations.

### NEW QUESTION # 100

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. 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**
- B. 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
- C. 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
- D. Review company training records for past training attendance in leadership sessions; review project committees and leadership roles taken in the committees

**Answer: A**

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 # 101

Which is the best example of an effective learning or behavioral outcome statement?

- A. Learners will be able to design a quality online course according to nationally recognized quality standards on their second attempt through the course review process
- B. Learners should understand key sales techniques for selling time-shares without error given instruction, practice by recording themselves, and feedback from colleagues
- **C. Learners should be able to recall flight instruments with 90% accuracy on a flight technician qualifying exam given a detailed diagram of flight instruments, instruction about this system, and practice opportunities**
- D. Learners should be able to prepare an analytical report with data analysis communication and problem-solving skills, according to the standard that defines management preferences, by the end of the course

**Answer: C**

Explanation:

Mager's Instructional Objectives Model stresses that clear objectives must specify:

\* What the learner must do,

\* How well they must perform (criterion),

Reference: Preparing Instructional Objectives, Robert Mager.

### NEW QUESTION # 102

Which metric would show the most alignment with senior management and organizational goals?

- A. Productivity
- B. Attrition
- **C. Market share**
- D. Engagement

**Answer: C**

Explanation:

In strategic business alignment, Market Share is a direct top-line indicator that connects organizational performance to competitive success, as explained in the ATD Handbook.

Internal metrics like engagement or attrition are important but less visible to external success measures.

Reference: ATD Handbook for Training and Talent Development (2022), Strategic Alignment Metrics.

### NEW QUESTION # 103

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