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ATD The Certified Professional in Talent Development Sample Questions (Q61-Q66):

NEW QUESTION # 61
A talent development (TD) professional has been asked to create a training program. The focus of the training is to motivate employees to be leaders in their regions and help the organization work toward its strategic priorities. The TD professional knows that the learners will vary in their ability to learn and their prior knowledge, but they are motivated. What is the best action for the TD professional to take to ensure successful learning transfer?

- A. Request that all learners take an online course with basic information prior to the in-person session and create activities that allow participants opportunities to practice what they are learning throughout the training
- B. Create online learning prior to the in-person session to explain why this training is important to the organization and how it

could benefit the learners personally
- C. Ensure that each training room has a clean and welcoming environment and create extra sessions for any learners who would like to discuss topics further in smaller groups
- D. Send a survey to all learners before the in-person session to help determine their prior knowledge, and provide a summary of the session's key points after the training

Answer: A

Explanation:
According toMake It Stick(Certification Reading List), "Pre-training preparation combined with distributed practice activities during training strongly enhances learning transfer".
Active, spaced engagement beats passive attendance.
Reference:Make It Stick: The Science of Successful Learning (Brown, Roediger, McDaniel).

NEW QUESTION # 62
Which is the best step to take first when developing leadership competencies?

- A. Determine development needs of existing leaders in the organization
- B. Research key leadership skills of similar organizations
- C. Develop criteria to rate leaders at all levels in the organization
- D. Determine what leadership abilities the organization needs

Answer: D

Explanation:
TheATD Talent Development Capability Modelspecifies that "leadership competency models must be directly tied to the unique strategic needs of the organization".
Before benchmarking or assessment, defining organizational leadership needs is essential.
Reference:ATD Talent Development Capability Model, Leadership Development Strategy.

NEW QUESTION # 63
Which risk would pose the greatest threat to a learning project?

- A. The project plan milestones are not met
- B. The key business sponsor leaves and there is no backup sponsor
- C. Actual costs are exceeding budgeted costs
- D. Teamwork is faltering and the team's tolerance for change is diminished

Answer: B

Explanation:
Project Management in Learning Projects(ATD Handbook) notes: "Loss of executive sponsorship is the most critical risk, as projects without sponsorship often lose priority, resources, and momentum".
Cost or milestone risks are important but not as fatal as sponsor loss.
Reference:ATD Handbook, Managing Risk in Talent Development Projects.

NEW QUESTION # 64
Which technique can be used to improve transfer of skills gained in training?

- A. Creating buddy systems or support groups
- B. Making training mandatory
- C. Using four levels of training evaluation
- D. Compressing training to a one-day event

Answer: A

NEW QUESTION # 65
Which action should a talent development professional take when using the accelerated learning process?

- A. Minimize time for discussions
- B. Utilize a multidimensional approach
- C. Utilize a single learning modality
- D. Minimize group work

Answer: B

Explanation:
Accelerated Learning Principles(Certification Reading List) emphasize that "using a multidimensional approach-appealing to multiple senses and learning styles-enhances speed, retention, and engagement".
Limiting learning channels slows and weakens outcomes.
Reference:Accelerated Learning for Breakthrough Results (Meier).

NEW QUESTION # 66
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