

Free PDF Quiz CPTD - Efficient Exam The Certified Professional in Talent Development Outline



ATD CPTD

The Certified Professional in Talent Development

Questions & Answers PDF

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It is universally accepted that the competition in the labor market has become more and more competitive in the past years. In order to gain some competitive advantages, a growing number of people have tried their best to pass the CPTD exam. Because a lot of people hope to get the certification by the related exam, now many leaders of companies prefer to the candidates who have the CPTD Certification. In their opinions, the certification is a best reflection of the candidates' work ability, so more and more leaders of companies start to pay more attention to the CPTD certification of these candidates.

ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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.

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

NEW QUESTION # 93

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:

The CPTD Detailed Content Outline specifies that when gathering organizational data, defining the purpose of the data collection is 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 # 94

Who is responsible for learning in the inclusive leadership theory?

- A. Human resources leadership and employees
- B. Organization and employees
- C. Organization and managers**
- D. Employees and managers

Answer: C

Explanation:

Inclusive Leadership Models (ATD Inclusion Training Guide) assert: "Learning responsibility falls jointly on organizational leadership to set inclusive structures, and on managers to model inclusive behaviors".

Employees are not solely responsible; leadership must drive inclusion.

Reference:ATD Handbook, Building Inclusive Leadership.

NEW QUESTION # 95

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. 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.
- **C. Provide an asynchronous online course with information about the new policy, and use a quiz to confirm learning transfer.**
- D. Conduct a live webinar that is recorded and shared with anyone who could not attend, and distribute a handout electronically.

Answer: C

NEW QUESTION # 96

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 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**
- C. Learners should understand key sales techniques for selling time-shares without error given instruction, practice by recording themselves, and feedback from colleagues
- 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: B

Explanation:

Mager's Instructional Objectives Modelstresses that clear objectives must specify:

* Whatthe learner must do,

* How wellthey must perform (criterion),

Reference:Preparing Instructional Objectives, Robert Mager.

NEW QUESTION # 97

Which is a direct result of providing good navigation for participants in an e-learning environment?

- A. Measuring the return on investment (ROI) of the training program
- B. Understanding the logic behind the chosen learning intervention
- **C. Receiving regular feedback on the participants' performance**
- D. Controlling the participants' learning environment

Answer: C

NEW QUESTION # 98

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