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## ATD The Certified Professional in Talent Development Sample Questions (Q12-Q17):

### NEW QUESTION # 12

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

- A. Engagement
- B. Productivity

- C. Attrition
- **D. Market share**

**Answer: D**

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 # 13

What should a talent development professional do to best facilitate retention in a multi-subject course?

- A. Utilize one activity per subject during the course
- **B. Space activities around each subject throughout the course**
- C. Test for all content at the end of the course
- D. Put all exercises at the end of the training

**Answer: B**

Explanation:

According to Make It Stick: The Science of Successful Learning (Brown et al., Certification Reading List), spaced practice-distributing learning activities over time - enhances retention far better than massed practice.

Spreading activities by subject during the course encourages memory encoding and recall.

Reference: Make It Stick: The Science of Successful Learning (2014).

### NEW QUESTION # 14

A loan manager in a large bank accessed a direct report's personal bank account in the bank's system out of curiosity. This direct report became aware of the unauthorized account access and consulted the human resources (HR) department. The HR manager initiates an ethics investigation and also asks the talent development (TD) department to determine whether a training solution is needed. The TD professional assigned to this task has never before been involved in any compliance and ethics situation.

Step 2

The TD professional has confirmed that the company's policy states employees are not authorized to access other employees' financial records without executive approval. The TD professional has been asked by the HR manager to participate in a meeting with the HR, compliance, and legal departments related to this investigation.

During this meeting, what should the TD professional do?

- A. Suggest a policy gap analysis project.
- B. Confirm the next steps needed from the TD professional.
- C. Propose a training solution.
- D. Ask for clarification of each department's role.
- **E. Articulate the TD professional's role in this situation.**
- F. Recommend rewriting compliance policies.
- **G. Discuss the best ways for the team to collaborate.**
- H. Offer to assist with disciplinary actions.
- **I. Explain the TD department's process for creating training.**

**Answer: E,G,I**

### NEW QUESTION # 15

Two manufacturing companies in different cities-Company A and Company B-have recently undergone a merger but will continue operating separately for the immediate future. Company B did not have a talent development (TD) department, so the TD professional who reported to the chief executive officer (CEO) of Company A before the merger will now report to the CEOs of both companies. The TD professional is asked by the CEO of Company A to put together a team-building program to get the employees from both companies to work well together.

What should the TD professional do?

- A. Prepare a needs analysis that includes employees from both companies.
- B. Consult with the CEO of Company B about the path forward.
- C. Design and conduct a team-building activity at a neutral site.
- D. Issue a letter to employees from both companies indicating the need to work better together.

Answer: A

#### NEW QUESTION # 16

What is the best way a talent development professional can create a strong business case for continuing an existing training program?

- A. Show how the training program contributed to the achievement of business objectives
- B. Compare the amount of money spent on the program with that spent on other training programs
- C. Demonstrate how the training program improved on-the-job performance
- D. Review end-of-course evaluations to assess participant reactions

Answer: A

Explanation:

ATD's Guide to Business Cases states: "The strongest business case ties the training program directly to the achievement of key business goals or results".

Participant satisfaction or costs are secondary to business impact.

Reference: ATD Handbook, Business Case Development for TD Programs.

#### NEW QUESTION # 17

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