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## ATD The Certified Professional in Talent Development Sample Questions (Q125-Q130):

### NEW QUESTION # 125

A talent development team is developing advanced emergency medical technician training for seasoned firefighters. Why are hands-on activities so crucial to this type of training?

- A. These learners are provided a written course assessment that evaluates their achievement of the learning objectives for this type of training
- B. These learners are exposed to real-life situations that not only require an extensive knowledge base of life-saving techniques, but also generate a strong sense of need and desire for achieving mastery of their practical skills
- C. These learners are provided opportunities to explain their gained knowledge and review case studies that guide problem-solving scenarios of real-life situations
- D. These learners are aware of the importance of achieving and maintaining their strict compliance-driven credentials and appreciate having opportunities to test their knowledge with oral assessments

**Answer: B**

Explanation:

ATD Training for High-Stakes Roles(Certification Reading List) states: "For emergency and high-risk fields, hands-on training strengthens muscle memory, builds procedural fluency, and increases urgency toward mastery".

Real-world simulation is non-negotiable for skill mastery.

Reference:ATD Handbook, Emergency Skills Training

#### NEW QUESTION # 126

While facilitating a training session focused on accessing a report from a point-of-sale system, a store manager who is acting as the trainer has omitted key details from the process. Which type of knowledge is represented in this scenario?

- A. Contextual
- B. Systematic
- C. Procedural
- D. Casual

**Answer: C**

#### NEW QUESTION # 127

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

**Answer: A,C,I**

#### NEW QUESTION # 128

When encountering an emotional trigger, what does cognition control?

- A. Immediate response
- B. Self-awareness
- C. Course of reaction

- D. Fight-or-flight impulse

**Answer: C**

Explanation:

According to Emotional Intelligence Research (Daniel Goleman, Certification Reading List), "cognitive processes regulate the course of an emotional reaction, though the immediate response may be involuntary".

We control how we act next, not the initial impulse.

Reference: Emotional Intelligence, Daniel Goleman.

### NEW QUESTION # 129

A talent development (TD) professional has been asked to implement a knowledge management strategy. Which is the best first step for the TD professional to take?

- A. Choose an information-gathering system
- **B. Determine the organization's needs**
- C. Compile, confirm, and circulate documents
- D. Locate information sources

**Answer: B**

Explanation:

In Knowledge Management Strategy best practices from the ATD Handbook, the first step is to "understand the organizational needs and goals to ensure the KM system is targeted and useful".

Starting with technology or sources misses strategic alignment.

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

### NEW QUESTION # 130

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