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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
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>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>

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## ATD The Certified Professional in Talent Development Sample Questions (Q146-Q151):

### NEW QUESTION # 146

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

Which data collection tool(s) would be most appropriate for the TD professional to use in evaluating the current security training?

- A. Employee surveys
- B. Focus groups
- C. Interviews of subject matter experts
- **D. Employee examinations**
- E. Senior leadership interviews
- F. Job performance observation
- **G. Test phishing emails**

**Answer: D,G**

### NEW QUESTION # 147

A new manager has a team comprised of four different generations of employees. Which action by the manager would be most likely to minimize intergenerational conflict within the team?

- **A. Acknowledge the diverse viewpoints of each team member**
- B. Listen actively to each team member
- C. Poll each team member
- D. Define what is important to each team member's generation

**Answer: A**

Explanation:

According to the ATD Talent Development Capability Model under Cultural Awareness, minimizing generational conflict requires recognizing and acknowledging diverse perspectives rather than stereotyping or categorizing by generation.

Building awareness and respect for different values and communication styles is fundamental.

Reference: ATD Talent Development Capability Model, Personal Capability - Cultural Awareness.

### NEW QUESTION # 148

A subject matter expert (SME) delivers a practice training session. Which activity provides the best example of a talent development professional mentoring the SME?

- **A. Supply feedback referencing researched practices and their sources.**
- B. Immediately provide a coaching session, and ask the SME for a self-assessment.
- C. Evaluate the SME's performance applying a 1-10 rating scale.
- D. Provide a thorough critique, beginning with anticipated learner reactions.

**Answer: A**

Explanation:

The correct answer is C because mentoring involves sharing expertise, guidance, and evidence-based knowledge to help another person improve capability over time. In this scenario, the TD professional supports the SME by giving feedback grounded in researched training practices and credible sources. That approach helps the SME understand not only what to improve, but why the recommended changes are effective.

This aligns with CPTD Professional Capability, especially Training Delivery & Facilitation, Learning Sciences, and Coaching. A TD professional helps others improve performance by applying adult learning principles, facilitation techniques, and development-focused feedback. Option A is primarily evaluation, not mentoring. Option B may feel overly critical and does not necessarily build capability. Option D describes coaching, especially by prompting self-assessment, but the question asks for mentoring. Mentoring is more expert-guided and advice-oriented, making evidence-based feedback the best example.

#### NEW QUESTION # 149

A manager encourages direct reports to speak their minds and understands how behavior impacts others. The team members trust and respect feedback and opinions they receive from the manager. Which traits characterize this manager?

- A. Core communication and team focus
- B. Feedback receptiveness and self-modification
- C. Reflective and participative openness
- D. Cognitive application and comprehensive understanding

**Answer: C**

Explanation:

The correct answer is B because the scenario describes both openness to others' views and awareness of one's own impact. Participative openness is shown when the manager encourages direct reports to speak their minds and contribute honestly. Reflective openness is shown when the manager understands how behavior affects others and is willing to consider feedback, assumptions, and different perspectives.

This aligns with CPTD Personal Capability, especially Communication, Emotional Intelligence, and Collaboration & Leadership. Effective leaders create trust, support dialogue, demonstrate self-awareness, and encourage respectful feedback. Option A is related to receiving feedback, but it does not fully capture the two-way openness and reflective mindset described. Option C is too general and more cognitive than behavioral.

Option D includes communication and team orientation, but it is less precise than reflective and participative openness. The best match is therefore B.

#### NEW QUESTION # 150

Which learning objective domain is most difficult to observe and measure?

- A. Psychomotor
- B. Cognitive
- C. Interpersonal
- D. Affective

**Answer: D**

Explanation:

The correct answer is A (Affective domain) because it involves attitudes, values, beliefs, and feelings, which are inherently internal and subjective. In the CPTD Developing Professional Capability domain, particularly under Learning Sciences, practitioners are expected to understand how different types of learning outcomes are defined and measured. Cognitive outcomes (knowledge) can be assessed through tests, and psychomotor outcomes (skills) can be observed through demonstrations. Interpersonal skills, while sometimes complex, can still be evaluated through behavioral observation and feedback.

However, affective outcomes—such as changes in mindset, cultural sensitivity, or inclusion attitudes—are much more difficult to measure directly because they are internal states. These outcomes often require indirect methods such as surveys, self-assessments, reflective exercises, or long-term behavioral indicators. Even then, results may be influenced by bias or social desirability. The ATD Talent Development Capability Model emphasizes designing learning experiences that influence behavior and mindset, but also recognizes that measuring deeper attitudinal change is complex and requires thoughtful evaluation strategies, making the affective domain the most difficult to observe and measure.

## NEW QUESTION # 151

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