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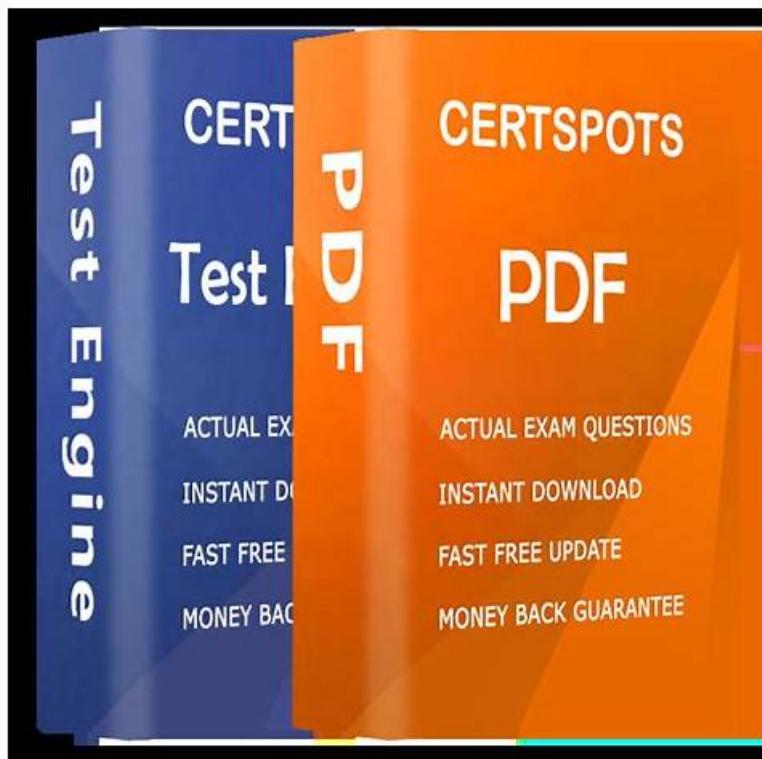
It is our biggest goal to try to get every candidate through the exam. Although the passing rate of our CPTD simulating exam is nearly 100%, we can refund money in full if you are still worried that you may not pass the CPTD exam. You don't need to worry about the complexity of the refund process at all, we've made it quite simple. And if you really want to pass the exam instead of refund, you can wait for our updates for we will update our CPTD Study Guide for sure to make you pass the exam.

ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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	• 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q22-Q27):

NEW QUESTION # 22
A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).
What should the TD professional do?

- A. Survey team members to determine their understanding of how to utilize the KMS.
- B. Conduct interviews with current users to understand utilization behaviors.
- C. Perform a root cause analysis of the work performance issue.
- D. Perform a mandatory retraining on the KMS.
- E. Investigate barriers to team members accessing and using the KMS.
- F. Benchmark with other organizations to determine how they use their KMS.
- G. Recommend restructuring the content in the KMS, including its organization and presentation.
- H. Recommend replacing the existing KMS.

Answer: A,E

NEW QUESTION # 23
A claims employee at an insurance company is transferred to the talent development (TD) department. This new TD team member has previously delivered departmental on-the-job training on an informal basis, but does not have any formal TD training. A TD manager has been assigned to help the new TD team member develop TD skills.
Several years have passed, and the former claims employee is now an experienced TD professional. The TD manager asks this TD professional to create a training plan for a new claims process. Some claims employees work remotely in three different countries. The TD manager requests a draft of the training plan in 30 days.
The TD manager approves the TD professional's training plan draft. What should the TD professional do to implement this project?

- A. Determine the project resources needed.
- B. Define project roles.
- C. Create a project definition checklist.
- D. Prepare a communication plan for stakeholders.
- E. Rotate project members on and off the project team.
- F. Schedule training sessions.
- G. Complete a SWOT (strengths, weaknesses, opportunities, threats) analysis.
- H. Schedule regular project status meetings.

Answer: D

NEW QUESTION # 24
A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).
The TD professional determines that the team members are not motivated to use the KMS because they find it too time-consuming

to access useful information.

How should the TD professional engage and/or motivate the team to utilize the KMS?

- A. Create a scavenger hunt with prizes for finding specific information in the KMS.
- B. Provide a "tip of the day" microlearning on KMS features.
- C. Conduct interviews with current users to understand utilization behaviors.
- D. Create a publicized list of nonusers.
- E. Provide year-over-year KMS usage statistics to management.
- F. Conduct KMS training with hands-on activities.
- G. Provide prizes based on KMS usage statistics.
- H. Prepare job aids to facilitate learning about the KMS.

Answer: A,G

NEW QUESTION # 25

A manager is trying to identify the root cause of a departmental problem by interviewing employees. In which situation is the manager employing the Socratic method of questioning?

- A. Asking questions that require more than a one-word answer and encouraging others to draw on their own experiences
- B. Claiming ignorance of the problem and asking questions that elicit employees' fullest knowledge of the topic
- C. Sharing expertise about the problem, and asking direct questions that help check for understanding of the problem and test for consensus
- D. Repeatedly asking why the problem is happening until employees feel that they have analyzed the problem thoroughly

Answer: B

Explanation:

TheSocratic Method(Educational Psychology Certification Reading) is defined as "posing purposeful, open- ended questions from a position of ignorance to stimulate critical thinking and fuller exploration".

It's not about telling; it's about drawing out.

Reference:The Socratic Method: Critical Thinking and Dialogue, Paul & Elder.

NEW QUESTION # 26

A talent development (TD) professional works at a small Internet-based company. The TD professional is tasked with training a group of customer service representatives to process refunds in a new software application.

What should the TD professional do?

- A. Conduct lectures to provide instruction, then have learners practice processing the refunds on their own.
- B. Remove nonessential information from the learning materials.
- C. Provide the instruction manual for the new software application for staff to learn on their own.
- D. Walk through example refunds with the learners.
- E. Provide a demonstration of the new software application.

Answer: D

NEW QUESTION # 27

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