

100% Pass Newest CPTD - The Certified Professional in Talent Development Exam Assessment



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ATD CPTD Exam Overview:

Certification Vendor:	ATD (Association for Talent Development)
Exam Name:	The Certified Professional in Talent Development Exam
Exam Number:	CPTD
Exam Format:	Multiple-choice questions, Case management questions (decision-making / professional judgment)
Available Languages:	English
Related Certifications:	Associate Professional in Talent Development (APTD)
Certificate Validity Period:	3 years
Exam Price:	\$1,099 (ATD members) / \$1,500 (non-members)
Passing Score:	Scaled score of 500 out of 800
Exam Duration:	180 minutes
Real Exam Qty:	150 (90 multiple-choice + 10 case management sets)
Recommended Training:	Talent Development Body of Knowledge (TDBoK) Guide CPTD Certification Preparation Course
Exam Registration:	Pearson VUE Testing Scheduling ATD Certification Portal
Sample Questions:	ATD CPTD Sample Questions
Exam Way:	Computer-based; available at global testing centers or via secure remote proctoring
Pre Condition:	Minimum 5 years of professional experience in talent development field; or 4 years experience + valid APTD certification; or completion of ATD Master-level programs plus relevant experience
Official Syllabus URL:	https://www.td.org/certification/cptd/exam

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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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.

ATD The Certified Professional in Talent Development Sample Questions (Q47-Q52):

NEW QUESTION # 47

Which is a learning activity guided by constructivist learning theory?

- A. Role-play exercise
- B. Lecture
- C. Listening to a podcast
- D. Physically active learning exercise

Answer: A

Explanation:

According to Constructivist Learning Theory (Certification Reading List: How People Learn, Bransford et al.), learners "construct their own knowledge through active engagement in realistic tasks," such as role-plays. Passive listening or lecture does not align with constructivism; active problem-solving does.

Reference: How People Learn: Brain, Mind, Experience, and School (Bransford et al.)

NEW QUESTION # 48

An organization with high turnover had attempted to reduce turnover by increasing wages and paid time off. A year later, the turnover rate had not changed. Which is the best approach for solving the issue?

- A. Systems thinking
- B. Six Sigma
- C. Organizational change theory
- D. Complexity theory

Answer: A

Explanation:

As per the CPTD Detailed Content Outline(2020), within Impacting Organizational Capability, using systems thinking is emphasized to solve complex organizational issues. Systems thinking "recognizes that organizational challenges are rarely isolated but are instead interconnected with multiple causes and effects."

Solutions must address the full system, not just surface-level symptoms".

Simply adjusting wages addresses only a symptom. Systems thinking would analyze broader causes like leadership quality, job design, communication, or growth opportunities influencing turnover.

Reference: CPTD Detailed Content Outline, Domain 3: Impacting Organizational Capability, Systems Thinking.

NEW QUESTION # 49

When encountering an emotional trigger, what does cognition control?

- A. Self-awareness
- B. Fight-or-flight impulse
- **C. Course of reaction**
- D. Immediate response

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 # 50

Which is the most beneficial action a manager can take to impact an employee's career development?

- A. Offer the employee a mentorship opportunity.
- B. Offer the employee a promotion to a higher level.
- C. Help the employee improve self-awareness.
- **D. Help the employee create a personal development plan.**

Answer: D

NEW QUESTION # 51

Which process steps should be included in a chart displaying the results of an after-action review?

- A. Barriers, metrics, feedback, rewards
- B. People, processes, proficiencies, competencies
- C. Schedules, resources, constraints, results
- **D. Problems, solutions, actions, outcomes**

Answer: D

NEW QUESTION # 52

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