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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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 (Q37-Q42):

NEW QUESTION # 37
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. Repeatedly asking why the problem is happening until employees feel that they have analyzed the problem thoroughly
- C. Sharing expertise about the problem, and asking direct questions that help check for understanding of the problem and test for consensus
- D. Claiming ignorance of the problem and asking questions that elicit employees' fullest knowledge of the topic

Answer: D

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 # 38
A new business has recently been formed out of a merger of two international technology start-up companies, and employees from both companies are being merged into new departments for efficiency. Which suggestion would be most useful for a talent development professional to make to the department managers as they get to know their new employees?

- A. Suggest that managers send out a communication to welcome their new teams, encouraging each employee to schedule time to meet with their manager
- B. Suggest that managers schedule meetings with groups of employees at the same time to facilitate informal introductions
- C. Suggest that managers host introduction meetings and describe their plan to deliver a successful outcome to the new department
- D. Suggest that managers schedule individual introduction meetings with each employee where they can talk without interruptions or distractions

Answer: D

Explanation:
Merging Cultures and Building Trust(ATD Organizational Development Materials) recommends
"individual, distraction-free introductions to build personal trust, which is crucial in early-stage team formation after mergers".
Group meetings may overlook individual concerns.
Reference:ATD Handbook, Change Management in Mergers and Acquisitions.

NEW QUESTION # 39

After collecting evaluation data using a detailed questionnaire, what data display should be used in the first stage of the analysis?

- A. Frequency table
- B. Line graph
- C. Box plot
- D. One-way table

Answer: A

Explanation:
Data & Analytics basicsfromCPTD Outlinestate that "early-stage analysis uses frequency tables to organize survey results by showing how often each response occurred".
It's the most fundamental first step before more complex analysis.
Reference:CPTD Detailed Content Outline, Data Presentation and Analysis.

NEW QUESTION # 40

A talent development professional has been asked to take a six-hour in-person meeting and transform it into an online course. Which is the best way to create engaging training that will not be a burden for learners to complete?

- A. Create a learning module where learners are given information and interactions to test their knowledge.
- B. Create a manual in a digital format for learners to review, with a knowledge check at the end.
- C. Create a blend of synchronous and asynchronous learning events, ending with a live webinar.
- D. Host synchronous online meetings with small-group projects.

Answer: C

NEW QUESTION # 41

A talent development (TD) professional is one of several people from different departments that are assigned to a project. The purpose is to design a solution to an issue that occurs often among new hires. What kind of project will the TD professional be participating in?

- A. Facilitated design
- B. Action research
- C. Delphi analysis
- D. Consultative inquiry

Answer: A

NEW QUESTION # 42

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