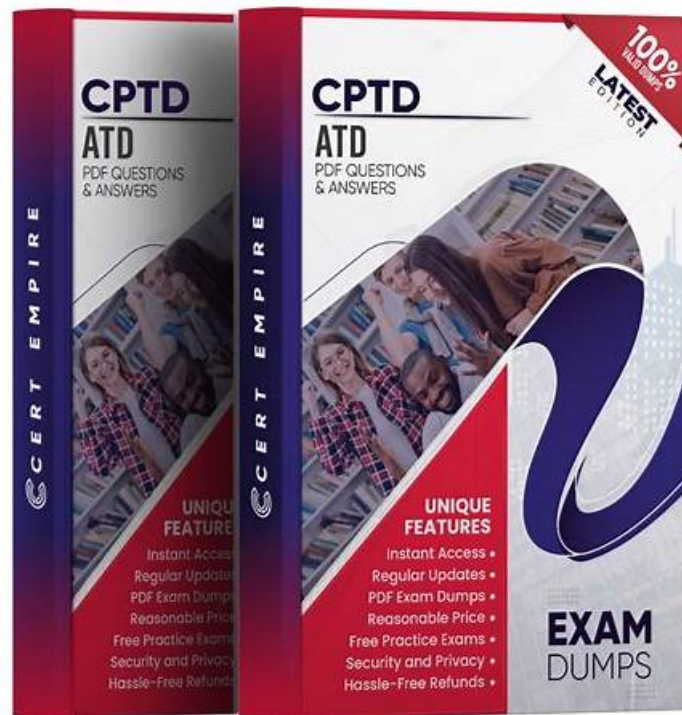


# ATD CPTD Online Lab Simulation, Test CPTD Dumps



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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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>
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>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>

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

#### NEW QUESTION # 146

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. What should the TD manager do?

- A. Have the new TD team member perform a TD skills self-evaluation
- B. Assign responsibility for the next scheduled training to the new TD team member
- C. Hold a meeting to introduce the new TD team member to the TD department
- D. Schedule progress meetings with the new TD team member for every three months
- E. Have the new TD team member complete the TD department's skills assessment
- F. Provide the new TD team member with the TD department's standard career development plan
- **G. Arrange for the new TD team member to observe training events delivered by experienced TD team members**
- H. Provide the new TD team member with samples of TD department work products
- I. Provide the new TD team member with a copy of the company's organization chart
- J. Work with the new TD team member to create a TD skills development plan

**Answer: G**

#### NEW QUESTION # 147

What is the focus of design thinking?

- A. Performance
- B. Process
- C. Problem
- **D. People**

**Answer: D**

Explanation:

Design Thinking for Talent Development(Certification Reading List) stresses that "Design thinking starts with deep empathy for the people (users) affected and focuses on understanding and meeting their needs".

The human-centered design mindset puts people at the center, not processes.

Reference:Design Thinking for Training and Development, Sharon Boller and Laura Fletcher.

#### NEW QUESTION # 148

In the development of a knowledge management system (KMS), which is the best action for a talent development professional to take in order to avoid the pitfall of employees hoarding knowledge or being unwilling to share it?

- **A. Honor and acknowledge those who contribute to and use the KMS**
- B. Create a standard operating procedure that includes knowledge sharing
- C. Have members of senior leadership set the example by sharing their knowledge

- D. Create a key performance indicator on knowledge sharing

**Answer: A**

Explanation:

According to Knowledge Management Best Practices in the ATD Handbook, "Recognizing and rewarding contributions to a knowledge management system encourages participation and reduces hoarding".

Formal incentives or acknowledgment drive sharing behavior.

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

#### NEW QUESTION # 149

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

**Answer: D**

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 # 150

A talent development (TD) professional has been hired as a consultant for a 20-person manufacturing company. The TD professional has not worked in this industry before. Several employees have complained to the human resources (HR) department that some supervisors have been disrespectful toward them when giving feedback. The HR manager decides that company-wide training on appropriate feedback is needed.

The TD professional is assigned to conduct a needs analysis and to report the results to the HR manager in two days.

As a result of the needs analysis, the TD professional finds that some supervisors do not know how to give appropriate feedback and some employees do not respond well to feedback. The HR manager authorizes the TD professional to conduct a one-time, three-hour, instructor-led training program for all employees on giving and receiving effective feedback.

Which activity (activities) would be appropriate for this training program?

- A. Mentoring
- B. Simulation
- C. Coaching
- D. Case studies
- E. Facilitated discussion
- F. Role-play

**Answer: D,E,F**

#### NEW QUESTION # 151

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