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ATD The Certified Professional in Talent Development Sample Questions (Q138-Q143):

NEW QUESTION # 138

As part of an evaluation, a training manager observes role-plays among participants. Which is the highest level of evaluation that can be achieved through this method?

- **A. Behavior**
- B. Learning
- C. Reaction
- D. Results

Answer: A

Explanation:

According to Kirkpatrick's Evaluation Model, observing behavior (Level 3) is about assessing whether skills are being applied, not just whether knowledge was gained (Level 2).

Role-play observations show applied skills in a simulated context.

Reference: Kirkpatrick's Four Levels of Training Evaluation (2016).

NEW QUESTION # 139

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

Answer: C

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 # 140

A talent development (TD) professional has been asked to analyze training effectiveness in relation to company finances. Specifically, management wants to know if the training will pay for itself in 18 months.

Which tool should the TD professional use?

- A. Break-even analysis
- B. Return on investment (ROI)
- C. Price to earnings ratio
- D. Fixed costs to total labor ratio

Answer: B

Explanation:

ROI Methodology from Phillips' Return on Investment in Training and Performance Improvement Programs (Certification Reading List) states: "ROI calculations show whether financial returns on a training initiative exceed its costs within a specific timeframe".

Break-even doesn't measure return; it measures cost recovery point.

Reference: Return on Investment in Training and Performance Improvement Programs, Phillips (2012).

NEW QUESTION # 141

While facilitating a training session focused on accessing a report from a point-of-sale system, a store manager who is acting as the trainer has omitted key details from the process. Which type of knowledge is represented in this scenario?

- A. Contextual
- B. Casual
- C. Systematic
- D. Procedural

Answer: D

NEW QUESTION # 142

A talent development (TD) professional has been asked to implement a knowledge management strategy.

Which is the best first step for the TD professional to take?

- A. Locate information sources
- B. Compile, confirm, and circulate documents
- C. Determine the organization's needs
- D. Choose an information-gathering system

Answer: C

Explanation:

In Knowledge Management Strategy best practices from the ATD Handbook, the first step is to "understand the organizational needs and goals to ensure the KM system is targeted and useful". Starting with technology or sources misses strategic alignment.

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

NEW QUESTION # 143

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