

# Pass Guaranteed Quiz 2026 ACMP Global Valid CCMP: Certified Change Management Professional Exams



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## ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Evaluate Change Impact and Organizational : This section of the CCMP exam measures skills of Change Managers and Organizational Development Specialists and covers assessing the need for change, defining desired outcomes, identifying stakeholders and sponsors, evaluating organizational culture, capacity, and readiness, and analyzing risks, communication, and learning requirements to ensure successful change adoption.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Ethics: This section measures skills of Change Managers and Compliance Officers and focuses on demonstrating ethical behavior in change management. It covers promoting honesty, responsibility, fairness, respect, and advancing the discipline, while supporting practitioners within the change management community.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• Develop and Gain Approval for the Comprehensive Change Management Plan: This section assesses skills of Change Managers and Project Managers and covers preparing detailed plans for all aspects of change management, including resources, communication, sponsorship, stakeholder engagement, learning, measurement, sustainability, and integration with project management. It also includes obtaining approval and establishing feedback mechanisms.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• Execute, Manage, and Monitor Implementation of the Change Management Plan: This section measures skills of Change Managers and Program Leads and focuses on executing all elements of the change management plan. It covers implementing resource allocation, communication, sponsorship, stakeholder engagement, learning, measurement, benefits realization, sustainability, and adjusting the plan as needed to achieve desired outcomes.</li></ul>

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## ACMP Global Certified Change Management Professional Sample Questions (Q84-Q89):

### NEW QUESTION # 84

Which risk would make it difficult for an employee to understand what is changing, how it benefits the organization, and how it will affect her daily job?

- A. Inadequate assessment of behavior change
- **B. Case for change is weak**
- C. Sponsor not actively involved
- D. Inadequate change planning

**Answer: B**

Explanation:

If the case for change is weak, employees struggle to understand why the change is necessary, how it benefits the organization, and what it means for their daily work. ACMP stresses that articulating a compelling case for change is foundational for awareness and buy-in. Inadequate planning (D) or behavior assessment (C) cause other risks, and weak sponsorship (A) compounds resistance, but the direct barrier to understanding is a weak case for change.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Define the case for change to establish rationale and benefits.)

### NEW QUESTION # 85

What is the best answer to a question asked during a board presentation about what benefit change management brings?

- A. Low likelihood of performance drops
- B. Higher probability of successful change adoption
- C. Low probability of resistance to change
- **D. Higher likelihood to achieve expected benefits of change**

**Answer: D**

Explanation:

The ultimate value of change management is ensuring the organization achieves the expected benefits of a change. ACMP highlights that adoption and usage by stakeholders directly determine whether intended benefits are realized. While reducing resistance (A) and preventing performance drops (B) are positive outcomes, they are intermediate results. Successful adoption (D) is also critical, but the board-level framing focuses on benefits realization (C), which ties directly to business value.

(Reference: ACMP Standard, Introduction and Purpose; Primary outcome of change management: achieving expected benefits through adoption.)

### NEW QUESTION # 86

What set of inputs would a change manager use to develop an external environment impact assessment?

- A. Stakeholder analysis, change inputs and charter
- **B. Business case, vision statement and strategic plan**
- C. Stakeholder analysis, vision statement and research
- D. Strategic plan, risk plan and business case

**Answer: B**

Explanation:

An external environment impact assessment evaluates how external factors (market, social, regulatory) influence the change. ACMP identifies business case, vision statement, and strategic plan as critical inputs.

The business case explains rationale and benefits, the vision provides direction, and the strategic plan ensures alignment. Stakeholder analysis (A, B) is internal, while risk plans (D) address implementation risks.

Therefore, option C is correct.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Assess external environment using strategic, vision, and business case inputs.)

### NEW QUESTION # 87

In resource planning, after defining key roles for each type of labor needed to support the change effort, what is the next step to determine if the skills required exist in the organization?

- A. Sponsorship planning
- B. Risk assessment
- C. Skill gap analysis
- D. Readiness assessment

**Answer: C**

Explanation:

Once roles are defined, the next step is conducting a skill gap analysis. ACMP emphasizes this activity to identify whether existing staff possess the competencies required or if additional training, hiring, or external support is needed. Risk assessment (A) and readiness (D) are broader evaluations, while sponsorship planning (C) focuses on leadership. To align resources with capability needs, skill gap analysis is the correct follow-up.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Conduct skill gap analysis after defining roles.)

### NEW QUESTION # 88

Which planning document includes activities designed to drive the behavior of those impacted by a change initiative?

- A. Stakeholder engagement plan
- B. Resource plan
- C. Transition plan
- D. Sponsorship plan

**Answer: A**

Explanation:

The stakeholder engagement plan outlines activities to influence, support, and drive the behavior of stakeholders impacted by the change. ACMP highlights that adoption is driven by involvement, reinforcement, and targeted interventions. Sponsorship plans (B) define leader roles, transition plans (C) focus on operational handoffs, and resource plans (D) address capacity. Only the stakeholder engagement plan (A) directly specifies behavior-driving activities for adoption.

(Reference: ACMP Standard, Process Group 3 - Stakeholder Engagement Plan; Purpose: Define activities to influence and drive stakeholder behavior.)

### NEW QUESTION # 89

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