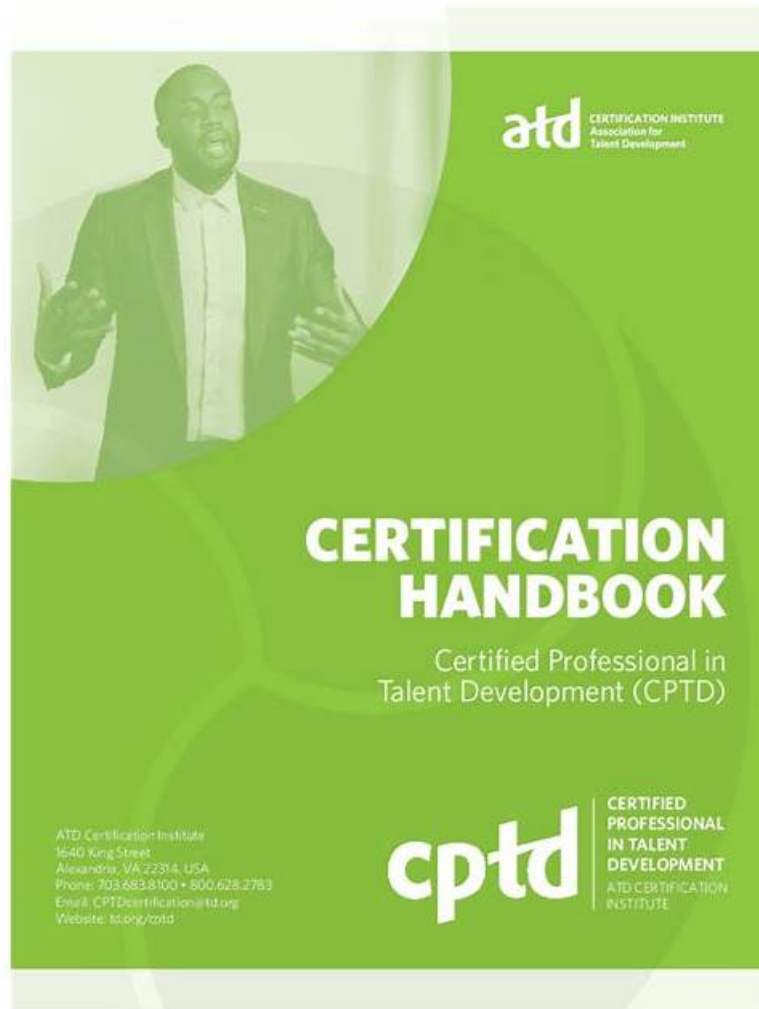# Quiz 2026 CPTD: High Pass-Rate Reliable The Certified Professional in Talent Development Study Materials



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## ATD The Certified Professional in Talent Development Sample Questions (Q49-Q54):

**NEW QUESTION # 49**
A talent development professional is planning a company-wide volunteer day event. One of the risk factors identified is the possibility that too few volunteers will participate. What are the two primary considerations in evaluating this risk?

- A. Can the risk be prevented, and what should be done if it occurs anyway?
- B. Is it reasonable to accept this particular risk, and if so, how can it be prevented?
- C. How likely it is that this particular risk will occur and what is the impact if it does occur?
- D. Who can help mitigate the risk and will they accept full responsibility?

**Answer: C**

Explanation:
Per theCPTD Detailed Content OutlineinImpacting Organizational Capability, effective risk management involves assessing "the probability of occurrence and the magnitude of the impact".
Evaluating both likelihood and impact allows the TD professional to decide whether mitigation or contingency planning is necessary.
Reference:CPTD Detailed Content Outline, Risk Assessment in Organizational Projects.

**NEW QUESTION # 50**
Which is the most effective way to communicate the value of a leadership program to a stakeholder who has a driver listening style?

- A. Discuss how the program will affect the emotional intelligence of the participants
- B. Present evidence from other companies indicating that the program will be successful
- C. Hold a big-picture discussion while presenting conceptual information
- D. Provide a summary of specific program features and outcomes in a bullet list

**Answer: D**

Explanation:
Stakeholder Communication Guidelines(ATD Handbook) note that "drivers prefer concise, action-oriented communication - bullet points highlighting results, not narratives or discussions of emotions".
Efficiency and results orientation are critical for drivers.
Reference:ATD Handbook, Communication Styles and Stakeholder Management.

**NEW QUESTION # 51**
A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).
The TD professional determines that the team members are not motivated to use the KMS because they find it too time-consuming to access useful information.
How should the TD professional engage and/or motivate the team to utilize the KMS?

- A. Provide a "tip of the day" microlearning on KMS features.
- B. Provide year-over-year KMS usage statistics to management.
- C. Create a publicized list of nonusers.
- D. Provide prizes based on KMS usage statistics.
- E. Conduct KMS training with hands-on activities.
- F. Conduct interviews with current users to understand utilization behaviors.
- G. Prepare job aids to facilitate learning about the KMS.
- H. Create a scavenger hunt with prizes for finding specific information in the KMS.

**Answer: D,H**

## NEW QUESTION # 52

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

**Answer: B**

Explanation:
InKnowledge Management Strategybest practices from theATD 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 # 53

A course requires a participant to go on a virtual search to find a video from the company president and an electronic document outlining specific roles and responsibilities. This is an example of which of the following?

- A. Electronic performance support system
- B. Collaboration technology
- C. Synchronous learning
- D. Multimedia approach

**Answer: A**

Explanation:
According toElectronic Performance Support System (EPSS) definitions(Certification Reading List), EPSS "provides just-in-time information to help employees perform tasks without needing formal training sessions".
This real-time retrieval during work is the hallmark of EPSS.
Reference:Performance Improvement Quarterly, Electronic Performance Support Systems.

## NEW QUESTION # 54

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