

Quiz 2026 ATD CPTD: The Certified Professional in Talent Development–Reliable Real Testing Environment



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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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.
Topic 3	<ul style="list-style-type: none">• 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.

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Like other ATD examinations, the CPTD exam preparation calls for a strong preparation and precise CPTD practice material. Finding original and latest 121 exam questions however, is a difficult process. Candidates require assistance finding the CPTD updated questions. It will be hard for applicants to pass the ATD CPTD exam on their first try if The Certified Professional in Talent Development questions they have are not real and updated.

ATD The Certified Professional in Talent Development Sample Questions (Q61-Q66):

NEW QUESTION # 61

An engineering company utilizes two learning management systems (LMSs): one manages technical training, and the other manages professional development (or non-technical training) for all of the company's engineers. Over time, changes in reporting requirements have caused the use of two different systems to be difficult and time-consuming. It has been decided that a new LMS is to be selected, with a goal of improving the time constraints of using training information from both systems. A talent development (TD) professional is put in charge of facilitating the selection and implementation of the new LMS.

What should the TD professional do to facilitate the selection process?

- A. Have a select group of end-user engineers research and make recommendations regarding the best system.
- **B. Seek consensus of stakeholders on prioritization of system capabilities.**
- C. Analyze consequences for keeping both systems.
- D. Select the system with the best user interface.
- E. Conduct research on what systems are being used by similar companies.
- **F. Define the capabilities needed for this system, as compared to current gaps.**
- **G. Perform an environmental scan to determine the capabilities offered by different LMSs.**

Answer: B,F,G

NEW QUESTION # 62

Which consideration is most important when developing e-learning or classroom training for a global environment?

- A. Focusing on the dominant culture
- B. Emphasizing cultural differences
- **C. Planning for cultural portability**
- D. Emphasizing that all cultures are similar

Answer: C

Explanation:

The ATD Handbook notes that "planning for cultural portability—ensuring materials and delivery methods work across diverse cultures—is critical for global learning effectiveness".

Ignoring or assuming similarities can cause miscommunication or failure.

Reference: ATD Handbook for Training and Talent Development (2022), Global Learning Considerations.

NEW QUESTION # 63

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

Step 2

The data obtained indicates that the current training focuses on defining phishing and does not provide examples or information on how to recognize it and what actions to take.

What should the TD professional do to develop this solution?

Step 3

The project team decides that test phishing emails should be created to train employees about phishing and to collect more data on the issue.

- **A. Establish learning objectives.**
- B. Perform a needs analysis.
- C. Contract with a vendor for phishing emails.
- **D. Develop follow-up training for employees who click on the phishing emails.**
- E. Determine skills needed for the email design team.

Answer: A,D

NEW QUESTION # 64

Which is the best practice to incorporate when designing a new performance management strategy?

- A. Have managers set stretch goals for their direct reports
- B. Require all review discussions be performed face-to-face
- C. Ask managers to rank their team members by performance
- D. Determine managers' current skills at performing appraisals

Answer: D

NEW QUESTION # 65

An organization with offices in four countries must comply with a new policy within three months, and a talent development professional is tasked with creating training for the new policy. There is no additional budget for this training. Which is the best option for training employees?

- A. Broadcast a video with policy information and a message from senior management in support of the policy, and use a quiz to confirm learning transfer.
- B. Conduct a live webinar that is recorded and shared with anyone who could not attend, and distribute a handout electronically.
- C. Offer in-person courses multiple times in each office so everyone is able to attend, and provide printed job aids.
- D. Provide an asynchronous online course with information about the new policy, and use a quiz to confirm learning transfer.

Answer: D

NEW QUESTION # 66

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