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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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.

ATD The Certified Professional in Talent Development Sample Questions (Q15-Q20):

NEW QUESTION # 15

Which item is most critical to drive accelerated learning in a program for high-potential employees?

- A. Individual coaching on culture, strategy, and attaining results
- B. Work assignments that stretch current capabilities
- C. Development of networks promoting organizational learning
- D. Reading assignments prior to attending sessions

Answer: B

Explanation:

High-Potential Development Programs(Certification Reading List) emphasize that "stretch assignments that require employees to operate outside their comfort zones are the fastest method to build leadership capabilities".

Passive development (like reading) is insufficient for high-potentials.

Reference:ATD Handbook, High-Potential Talent Development.

NEW QUESTION # 16

When encountering an emotional trigger, what does cognition control?

- A. Course of reaction
- B. Immediate response
- C. Self-awareness
- D. Fight-or-flight impulse

Answer: A

Explanation:

According to Emotional Intelligence Research(Daniel Goleman, Certification Reading List), "cognitive processes regulate the course of an emotional reaction, though the immediate response may be involuntary".

We control how we act next, not the initial impulse.

Reference:Emotional Intelligence, Daniel Goleman.

NEW QUESTION # 17

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

Answer: A

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 # 18

Which steps are considered best practice when making a business case for a talent development program?

- **A. Gathering data, defining a rationale, and delivering supporting information**
- B. Developing a budget, performing an organizational analysis, and creating an evaluation plan
- C. Holding focus groups, reviewing employee engagement surveys, and interviewing senior leaders
- D. Creating a program vision, defining values, and establishing competencies

Answer: A

Explanation:

ATD's Handbook for Training and Talent Development (2022) outlines the essential components of making a business case: "gather organizational data, define a clear rationale linked to business needs, and present strong supporting information showing the impact of the proposed learning intervention".

Without clear data and rationale, executive approval is less likely.

Reference: ATD Handbook for Training and Talent Development (2022), Business Case Development.

NEW QUESTION # 19

A talent development professional and an external training vendor have agreed to a percentage of the overall cost as profit. What is this called?

- **A. Cost plus incentive fee**
- B. Performance-based fee
- C. Cost plus fixed price
- D. Firm fixed price

Answer: A

Explanation:

According to ATD Project Management for Learning Professionals, a Cost Plus Incentive Fee (CPIF) contract "pays the vendor for costs incurred plus an agreed-upon incentive or profit percentage tied to cost control or results".

Firm fixed price means no adjustment based on actual costs.

Reference: Project Management for Learning Professionals (ASTD Press).

NEW QUESTION # 20

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