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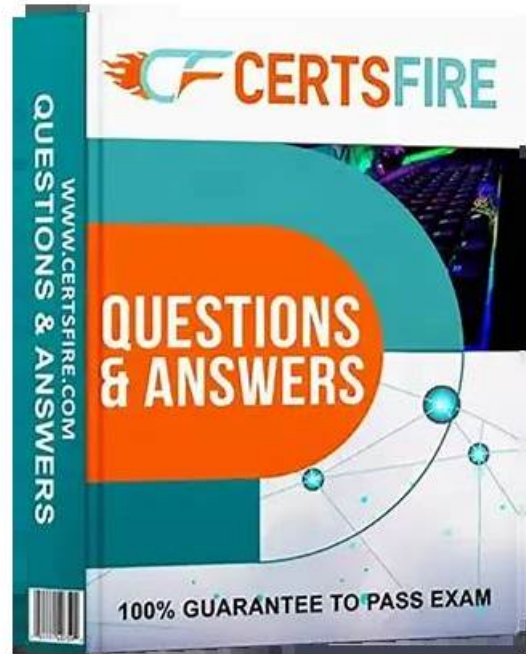
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ATD The Certified Professional in Talent Development Sample Questions

(Q145-Q150):

NEW QUESTION # 145
A talent development professional has been hired to assess the motivation of a client's workforce and provide a performance improvement solution. Which three questions would be most important to ask the client?

- A. What motivates the current workforce? What is causing employees' lack of motivation? What would a motivated workforce look like?
- B. What goals are the employees accountable for? After a solution is implemented, what will the employees be able to do? What are the objectives for the workforce?
- C. What solutions have you tried in the past for motivating the workforce? What solutions worked? What solutions did not work?
- D. What are the current workflows and workloads? What are the bottlenecks? What aspects of the work are awkward?

Answer: A

Explanation:
ATD's Performance Improvement modeladvises that "identifying intrinsic andextrinsic motivators, diagnosing causes of demotivation, and defining successful future states are critical diagnostic questions".
Understanding root causes of motivation gaps is essential before prescribing solutions.
Reference:ATD Handbook, Performance Improvement Processes.

NEW QUESTION # 146
Which is an example of both learning through experience and learning through influence by interactions with people?

- A. Relativism
- B. Constructivism
- C. Behaviorism
- D. Conceptualism

Answer: B

NEW QUESTION # 147
A talent development professional has been asked to provide feedback to a trainer about an in-person session that received poor evaluation responses. The training was for senior-level management to learn to be more strategic and collaborative in their annual planning session. The trainer presented the learners with theories and methods for strategic planning and how to collaborate. Survey responses revealed learners felt they had not learned what they expected to learn. What was the most likely problem?

- A. The training did not take into account the fact that the learners were experienced and motivated to learn
- B. The training did not provide situations where the learners could practice working as a group to come up with strategic priorities
- C. The learners were not motivated to learn the content presented to them and did not see how it related to the task at hand
- D. The presentations were not polished enough, and the trainer should have practiced more before the session

Answer: B

Explanation:
According to toATD's Handbook for Training and Talent Development, 3rd edition(2022), successful learning for adults requires an experiential design where "learnersactively practice new skills, especially when learners are senior, experienced, and goal-oriented."
The book further states, "Providing theoretical knowledge alone without practice exercises will fail to meet experienced learners' needs".
This group required strategic simulations or practice opportunities, not lectures alone. Thus, lack of practice was the key deficiency.
Reference:ATD's Handbook for Training and Talent Development (2022), Adult Learning Principles.

NEW QUESTION # 148
What is the most important reason for determining an anticipated headcount of training team employees before presenting a training budget?

- A. Training headcount must be justified and approved
- B. The training work plan must be correlated to the headcount
- C. Labor is typically the largest training department cost
- D. There must be adequate time to recruit new resources

Answer: C

Explanation:
TheATD Handbookemphasizes that "labor costs typically make up the largest portion of a TD department's budget, often 50-70%".
Therefore, determining headcount early allows accurate cost projections.
Reference:ATD Handbook for Training and Talent Development (2022), TD Budgeting Principles.

NEW QUESTION # 149
A talent development (TD) professional is asked to offer training to entry-level employees on a new online software that will change many processes in their work. Which is the best way for the TD professional to prepare a learner-centered course?

- A. Research how the new online software works, collect screenshots for job aids that will be distributed during the training, and outline the training in a logical order based on the steps of the new process to match the job aids
- B. Collect information on the employees' current job functions and how the software will change their work, understand employees' fears about the new software, and research how the new software will benefit them
- C. Collect information on what the organization expects from employees, research commonly used terms, and understand potential barriers to learning
- D. Research how the new processes will flow, outline the training in sequential order based on the processes, and verify with subject matter experts that the content is correct

Answer: B

Explanation:
TheATD Instructional Design Modelemphasizes: "Design must start from the learner's perspective, understanding current workflows, fears, and motivation for change".
Empathy-driven design ensures relevance and adoption.
Reference:ATD Handbook, Learner-Centered Instructional Design.

NEW QUESTION # 150
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