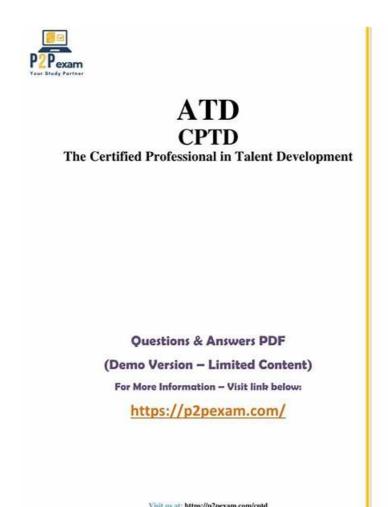# Valid Test CPTD Braindumps - CPTD Pdf Free



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## ATD The Certified Professional in Talent Development Sample Questions

# (Q146-Q151):

## NEW QUESTION # 146

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.

After completing the research process, the TD professional develops a strong business case to recommend LMS Provider A. A few days before the recommendation is presented to the executive leadership team, the TD professional's supervisor hears about LMS Provider Z at a networking meeting and suggests that the TD professional consider Provider Z, which was not included in the TD professional's analysis.

What should the TD professional do?

- A. List the negative outcomes if Provider Z is selected.
- B. Bring in Provider A to make a presentation to the TD professional's supervisor.
- C. Tell the supervisor that Provider Z will not work.
- D. Ask the information technology director to help influence the TD professional's supervisor.
- E. Ask the TD professional's supervisor probing questions to determine the reason(s) for recommending Provider Z.
- F. Proceed with recommending Provider A regardless of this alternative recommendation.
- G. Compare Provider Z to the existing analysis that led to the TD professional's recommendation.
- H. Present the potential positive business outcomes for selecting Provider A.

**Answer: E,G**

## NEW QUESTION # 147

In analyzing job performance, a talent development professional identifies that while workers know the process for building products, they are not following it every time, leading to an increase in quality defects.

Which layer of the modern learning ecosystem is most likely to influence compliance with expected safety protocols?

- A. Performance support
- B. Management support
- C. On-demand training
- D. Formal training

**Answer: B**

Explanation:
ATD Modern Learning Ecosystem(Certification Reading List) highlights that "management reinforcement is critical to ensure consistent application of processes, especially in high-risk fields like manufacturing and safety".
Performance support helps, but without management emphasis, behaviors erode overtime.
Reference:ATD Handbook, Management Support in the Learning Ecosystem.

## NEW QUESTION # 148

A talent development (TD) professional has been asked to deliver training in support of the corporate strategic plan to increase sales revenues. What is the first question the TD professional should ask the stakeholders?

- A. Why are sales revenues down?
- B. Should certain sales representatives be targeted for this training?
- C. What specific issues is this initiative intended to address?
- D. By how much are revenues expected to be increased?

**Answer: C**

Explanation:
TheCPTD Detailed Content OutlineunderNeeds Assessmentstates: "Clarifying the exact issues the initiative intends to solve ensures learning solutions are strategically aligned to organizational goals".
Starting withthe problem to be solveddrives better training design and evaluation.
Reference:CPTD Detailed Content Outline, Needs Assessment.

**NEW QUESTION # 149**
After collecting evaluation data using a detailed questionnaire, what data display should be used in the first stage of the analysis?

- A. Frequency table
- B. Line graph
- C. Box plot
- D. One-way table

**Answer: A**

Explanation:
Data & Analytics basicsfromCPTD Outlinestate that "early-stage analysis uses frequency tables to organize survey results by showing how often each response occurred".
It's the most fundamental first step before more complex analysis.
Reference:CPTD Detailed Content Outline, Data Presentation and Analysis.


**NEW QUESTION # 150**
A new business has recently been formed out of a merger of two international technology start-up companies, and employees from both companies are being merged into new departments for efficiency. Which suggestion would be most useful for a talent development professional to make to the department managers as they get to know their new employees?

- A. Suggest that managers schedule meetings with groups of employees at the same time to facilitate informal introductions
- B. Suggest that managers host introduction meetings and describe their plan to deliver a successful outcome to the new department
- C. Suggest that managers send out a communication to welcome their new teams, encouraging each employee to schedule time to meet with their manager
- D. Suggest that managers schedule individual introduction meetings with each employee where they can talk without interruptions or distractions

**Answer: D**

Explanation:
Merging Cultures and Building Trust(ATD Organizational Development Materials) recommends
"individual, distraction-free introductions to build personal trust, which is crucial in early-stage team formation after mergers".
Group meetings may overlook individual concerns.
Reference:ATD Handbook, Change Management in Mergers and Acquisitions.


**NEW QUESTION # 151**
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