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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	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.
Topic 2	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	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.

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ATD The Certified Professional in Talent Development Sample Questions (Q86-Q91):

NEW QUESTION # 86

Which step in a change management process is most important for instituting sustainable change?

- A. Create meaningful data about the progress of the change and share data with key stakeholders
- B. Rally key stakeholders to create work groups to usher in the new change
- **C. Position the change as a strategic priority at the organization**
- D. Benchmark successes pertaining to the new change to similar organizations

Answer: C

Explanation:

Kotter's Leading Change(Certification Reading List) andATD Organizational Capability Modelboth stress that "unless change is positioned and communicated as a strategic organizational priority, it will likely lose momentum and fail".

Change must have senior leadership sponsorship and integration into core business strategy.

Reference:Leading Change, John Kotter (2012).

NEW QUESTION # 87

A new manager has a team comprised of four different generations of employees. Which action by the manager would be most likely to minimize intergenerational conflict within the team?

- A. Define what is important to each team member's generation
- **B. Acknowledge the diverse viewpoints of each team member**
- C. Poll each team member
- D. Listen actively to each team member

Answer: B

Explanation:

According to theATD Talent Development Capability ModelunderCultural Awareness, minimizing generational conflict requiresrecognizing and acknowledging diverse perspectivesrather than stereotyping or categorizing by generation.

Building awareness and respect for different values and communication styles is fundamental.

Reference:ATD Talent Development Capability Model, Personal Capability - Cultural Awareness.

NEW QUESTION # 88

What is the focus of design thinking?

- A. Performance
- **B. People**
- C. Process
- D. Problem

Answer: B

Explanation:

Design Thinking for Talent Development(Certification Reading List) stresses that "Design thinking starts with deep empathy for the people (users) affected and focuses on understanding and meeting their needs".

The human-centered design mindset puts people at the center, not processes.

Reference:Design Thinking for Training and Development, Sharon Boller and Laura Fletcher.

NEW QUESTION # 89

Which organizational capability must be included when assessing a training program using a systems approach?

- A. Role competencies
- B. Culture dynamics
- **C. Stakeholder objectives**
- D. Organization design

Answer: C

Explanation:

According to the CPTD Outline under Systems Thinking and Performance Analysis, training assessments must "align with key stakeholder objectives to ensure organizational relevance and impact".

Stakeholder alignment ensures the training solves business needs, not just training gaps.

Reference: CPTD Detailed Content Outline, Systems Approach to Learning Strategy.

NEW QUESTION # 90

Which risk would pose the greatest threat to a learning project?

- A. Teamwork is faltering and the team's tolerance for change is diminished
- B. Actual costs are exceeding budgeted costs
- **C. The key business sponsor leaves and there is no backup sponsor**
- D. The project plan milestones are not met

Answer: C

Explanation:

Project Management in Learning Projects (ATD Handbook) notes: "Loss of executive sponsorship is the most critical risk, as projects without sponsorship often lose priority, resources, and momentum".

Cost or milestone risks are important but not as fatal as sponsor loss.

Reference: ATD Handbook, Managing Risk in Talent Development Projects.

NEW QUESTION # 91

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