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ATD The Certified Professional in Talent Development Sample Questions (Q67-Q72):

NEW QUESTION # 67
Which is the best quality improvement tool for a team that is ready to design a flowchart for a new product release?

- A. Cause-effect diagram
- C. Process map
- B. Pareto chart
- D. Fishbone diagram

Answer: C

Explanation:
According toQuality Tools for Process Improvement(Certification Reading List), "aprocess mapor flowchart is the best tool to visually depict sequential steps in a process for design, communication, and improvement".
Fishbone diagrams diagnose causes, not process flows.
Reference:The Memory Jogger II: Quality Tools for Process Improvement.

NEW QUESTION # 68
A talent development professional has surveyed employees about their needs. To encourage employee engagement, which approach is best for sharing the survey results?

- A. Facilitate a conference call and present all responses shortly after the employees have taken the survey
- B. Summarize responses and send a report shortly after the employees have taken the survey
- C. Gather the employees in one place and present a visual summary shortly after the employees have taken the survey
- D. Distribute a presentation summarizing the results along with the action plan a few months after the employees have taken the survey

Answer: B

Explanation:
Best practice per theATD Handbookis to "close the feedback loop quickly and transparently by sharing a summary of the results while momentum and trust are high". Waiting months damages engagement.
Immediate summary reporting builds trust.
Reference:ATD Handbook for Training and Talent Development (2022), Employee Engagement Surveys.

NEW QUESTION # 69
A talent development (TD) professional has gained upper management's support to introduce individual development plans (IDPs) as a tool for employee development. Which first steps should the TD professional take to launch a successful IDP program?

- A. First, create an IDP framework and formal check-in timeline; second require managers to submit IDP progress reports on a quarterly basis or risk having their network access blocked
- B. First, create an IDP framework that links to the organization's business strategy; second, support and educate managers on their role as they initiate the process with their direct reports
- C. First link the IDP framework to the organization's mission statement; second collect and share data to show executives the impact of IDPs on employee skills development and attrition
- D. First, create a company-wide communications plan to promote the program launch; second, educate employees on goal-setting best practices as they complete their IDPs

Answer: B

Explanation:
TheATD Talent Development Capability Modelexplains underCareer & Leadership Developmentthat effective individual development planning "must link to the organization's strategic goals and must be manager-driven to ensure relevance and

commitment". Educating managers helps embed IDPs into ongoing performance management processes, ensuring they are not seen as an HR formality.
Reference:ATD Talent Development Capability Model, Career and Leadership Development capability.

NEW QUESTION # 70

A pharmaceutical company wants to overhaul its compliance training. Some of the executives think that generic training from an external vendor would be cheaper. The talent development (TD) manager knows that customized training built internally would better meet the need. What would best help the TD manager make the case to build the training internally?

- A. A cost breakdown of having all employees attend external vendor training
- B. Data showing how customized training better aligns to corporate requirements
- C. Information on how compliance violations impact the company's reputation and finances
- D. Metrics on participant satisfaction after attending internal training

Answer: B

Explanation:
Business Case Guidelines for Talent Development(ATD Handbook) stress that "alignment to corporate goals and requirements is the most compelling argument when proposing customized versus off-the-shelf solutions".
Cost alone is not strategic enough; alignment is key.
Reference:ATD Handbook, Building the Business Case for TD.

NEW QUESTION # 71

When linking training design to training objectives that support Level 3 evaluation, what should the training objectives reflect?

- A. Return on investment (ROI)
- B. Knowledge acquisition
- C. Learning transfer
- D. Learners' reactions

Answer: C

Explanation:
Kirkpatrick's Four Levelsexplain that Level 3 (Behavior) evaluates whether learnerstransferwhat they learned into their job behavior.
Thus, objectives must focus on real-world application, not just knowledge retention.
Reference:Kirkpatrick's Four Levels of Training Evaluation (2016).

NEW QUESTION # 72

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