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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	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	• 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.
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ATD The Certified Professional in Talent Development Sample Questions (Q85-Q90):

NEW QUESTION # 85

The total cost of ineffective e-learning includes the cost of which factors?

- A. Development plus implementation
- B. Software platform plus integration
- **C. Poor performance plus missed opportunities**
- D. Instructional designer salaries plus missed schedule deadlines

Answer: C

Explanation:

The ATD Handbook explains that "the hidden cost of ineffective e-learning is not just development cost, but the productivity losses, poor employee performance, and missed business opportunities that result".

Quality matters far beyond the initial software investment.

Reference: ATD Handbook for Training and Talent Development (2022), Cost of Learning Quality.

NEW QUESTION # 86

A talent development (TD) professional has been tasked with training a group of managers on how to be better coaches. The managers have been in their roles for one to three years, have some prior knowledge, are self-motivated to learn, and lack guidance. What is the most effective approach for the TD professional to take?

- A. Disseminate information about coaching theories to learners with explanations of what a good coach embodies
- B. Provide information about coaching and allow learners to practice coaching each other
- **C. Engage learners with opportunities to practice coaching and receive feedback from peers and TD professionals**
- D. Organize learners into small groups to discuss coaching ideas and receive feedback from peers

Answer: C

Explanation:

The ATD Handbook recommends for experienced, self-motivated learners: "Practice opportunities with structured feedback are essential to move from theoretical understanding to skill mastery".

Engagement plus feedback leads to real coaching behavior change.

Reference: ATD Handbook for Training and Talent Development (2022), Coaching Skills Development.

NEW QUESTION # 87

In the development of a knowledge management system (KMS), which is the best action for a talent development professional to take in order to avoid the pitfall of employees hoarding knowledge or being unwilling to share it?

- A. Create a key performance indicator on knowledge sharing
- B. Create a standard operating procedure that includes knowledge sharing
- C. Honor and acknowledge those who contribute to and use the KMS
- D. Have members of senior leadership set the example by sharing their knowledge

Answer: C

Explanation:

According to Knowledge Management Best Practices in the ATD Handbook, "Recognizing and rewarding contributions to a knowledge management system encourages participation and reduces hoarding".

Formal incentives or acknowledgment drive sharing behavior.

Reference: ATD Handbook for Training and Talent Development (2022), Knowledge Management.

NEW QUESTION # 88

A talent development (TD) professional has been hired to create and lead a TD department for a global organization. The TD professional's first task is to create a strategic plan for the new department. Which step should the TD professional take first to develop the strategic plan?

- A. Research other organizations' TD strategic plans and best practices
- B. Evaluate how the organization's culture will help or hinder the deployment of the strategic plan
- C. Create a mission and vision statement for the department that supports the organization's strategic plan
- D. Research the business model, objectives, goals, and drivers for the organization

Answer: D

Explanation:

The ATD Talent Development Capability Model advises that "understanding the business model, goals, and drivers is the first and most critical step before creating any strategic plan".

Only after deep business understanding can an aligned TD strategy be created.

Reference: ATD Talent Development Capability Model, Organizational Capability - Strategic Planning.

NEW QUESTION # 89

A course requires a participant to go on a virtual search to find a video from the company president and an electronic document outlining specific roles and responsibilities. This is an example of which of the following?

- A. Electronic performance support system
- B. Synchronous learning
- C. Multimedia approach
- D. Collaboration technology

Answer: A

Explanation:

According to Electronic Performance Support System (EPSS) definitions (Certification Reading List), EPSS "provides just-in-time information to help employees perform tasks without needing formal training sessions".

This real-time retrieval during work is the hallmark of EPSS.

Reference: Performance Improvement Quarterly, Electronic Performance Support Systems.

NEW QUESTION # 90

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