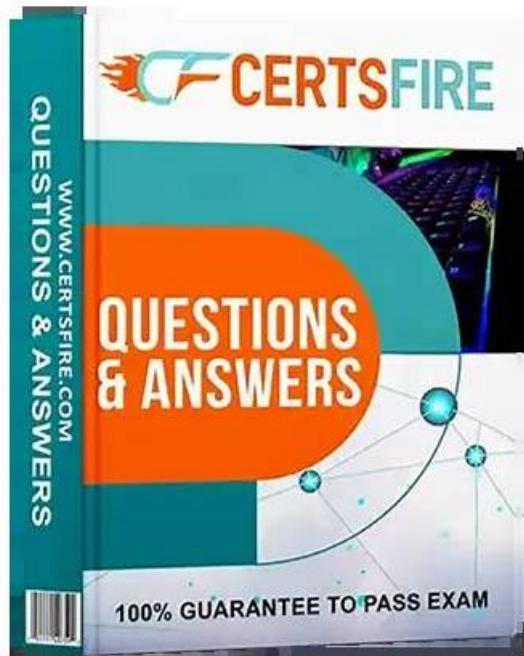


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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Building Personal Capability: This section of the exam measures skills of Learning &amp; 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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## **ATD The Certified Professional in Talent Development Exam Questions in 3 User-Friendly Formats**

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### **ATD The Certified Professional in Talent Development Sample Questions (Q149-Q154):**

#### **NEW QUESTION # 149**

A talent development (TD) professional is designing performance and training solutions for new core services. Which question would best help the TD professional begin to establish the Level 4 impact metrics around these new services?

- A. What talent skills gap needs to be addressed?
- B. What is driving this need for new core services?
- **C. What does success look like for the organization?**
- D. What are challenges in expanding these core services?

**Answer: C**

#### **NEW QUESTION # 150**

A talent development (TD) professional has been asked to create a training program. The focus of the training is to motivate employees to be leaders in their regions and help the organization work toward its strategic priorities. The TD professional knows that the learners will vary in their ability to learn and their prior knowledge, but they are motivated. What is the best action for the TD professional to take to ensure successful learning transfer?

- A. Create online learning prior to the in-person session to explain why this training is important to the organization and how it could benefit the learners personally
- B. Send a survey to all learners before the in-person session to help determine their prior knowledge, and provide a summary of the session's key points after the training
- **C. Request that all learners take an online course with basic information prior to the in-person session and create activities that allow participants opportunities to practice what they are learning throughout the training**
- D. Ensure that each training room has a clean and welcoming environment and create extra sessions for any learners who would like to discuss topics further in smaller groups

**Answer: C**

Explanation:

According to Make It Stick (Certification Reading List), "Pre-training preparation combined with distributed practice activities during training strongly enhances learning transfer".

Active, spaced engagement beats passive attendance.

Reference: Make It Stick: The Science of Successful Learning (Brown, Roediger, McDaniel).

### NEW QUESTION # 151

A loan manager in a large bank accessed a direct report's personal bank account in the bank's system out of curiosity. This direct report became aware of the unauthorized account access and consulted the human resources (HR) department. The HR manager initiates an ethics investigation and also asks the talent development (TD) department to determine whether a training solution is needed. The TD professional assigned to this task has never before been involved in any compliance and ethics situation.

Step 2

The TD professional has confirmed that the company's policy states employees are not authorized to access other employees' financial records without executive approval. The TD professional has been asked by the HR manager to participate in a meeting with the HR, compliance, and legal departments related to this investigation.

During this meeting, what should the TD professional do?

- A. Recommend rewriting compliance policies.
- B. Confirm the next steps needed from the TD professional.
- C. Suggest a policy gap analysis project.
- D. Offer to assist with disciplinary actions.
- E. **Discuss the best ways for the team to collaborate.**
- F. Ask for clarification of each department's role.
- G. **Articulate the TD professional's role in this situation.**
- H. **Explain the TD department's process for creating training.**
- I. Propose a training solution.

**Answer: E,G,H**

### NEW QUESTION # 152

Which is the best practice to incorporate when designing a new performance management strategy?

- A. Have managers set stretch goals for their direct reports
- B. **Determine managers' current skills at performing appraisals**
- C. Require all review discussions be performed face-to-face
- D. Ask managers to rank their team members by performance

**Answer: B**

### NEW QUESTION # 153

Which learning concept is best exemplified by the question, "Why do I need to know this?"

- A. **Knowles's adult learning theory**
- B. Mager's criterion-referenced instruction approach
- C. Bloom's taxonomy
- D. Gagne's nine levels of learning

**Answer: A**

Explanation:

Malcolm Knowles's Andragogy Model explains that "adult learners are motivated to learn when they see immediate relevance to their life or work tasks".

Answering "Why?" is central to adult learning.

Reference: The Adult Learner, Malcolm Knowles.

### NEW QUESTION # 154

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