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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	• 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.
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ATD The Certified Professional in Talent Development Sample Questions (Q19-Q24):

NEW QUESTION # 19

Which steps are considered best practice when making a business case for a talent development program?

- **A. Gathering data, defining a rationale, and delivering supporting information**
- B. Developing a budget, performing an organizational analysis, and creating an evaluation plan
- C. Creating a program vision, defining values, and establishing competencies
- D. Holding focus groups, reviewing employee engagement surveys, and interviewing senior leaders

Answer: A

Explanation:

ATD's Handbook for Training and Talent Development (2022) outlines the essential components of making a business case: "gather organizational data, define a clear rationale linked to business needs, and present strong supporting information showing the impact of the proposed learning intervention".

Without clear data and rationale, executive approval is less likely.

Reference: ATD Handbook for Training and Talent Development (2022), Business Case Development.

NEW QUESTION # 20

Which is the best step to take first when developing leadership competencies?

- A. Determine development needs of existing leaders in the organization
- B. Develop criteria to rate leaders at all levels in the organization
- C. Research key leadership skills of similar organizations
- **D. Determine what leadership abilities the organization needs**

Answer: D

Explanation:

The ATD Talent Development Capability Model specifies that "leadership competency models must be directly tied to the unique strategic needs of the organization".

Before benchmarking or assessment, defining organizational leadership needs is essential.

Reference: ATD Talent Development Capability Model, Leadership Development Strategy.

NEW QUESTION # 21

Which is the most important reason for a talent development (TD) professional to complete a business ecosystem analysis?

- A. To develop a strategic plan that is aligned with the current business goals and values
- B. To identify the strengths, weaknesses, opportunities, and threats to the business
- C. To be able to prepare the budget for the TD department
- **D. To understand the role government, competitors, adjacent markets, and customers play in the business**

Answer: D

Explanation:

According to the CPTD Detailed Content Outline, under Impacting Organizational Capability, talent development professionals are expected to "analyze the organization's environment and ecosystem, including competitors, customers, partners, regulators, and markets, to influence TD strategy".

Understanding the full ecosystem ensures that the learning strategy is responsive to external factors, not just internal needs, which is critical for long-term success.

Reference: CPTD Detailed Content Outline, Domain 3, Organizational Ecosystem Analysis.

NEW QUESTION # 22

Which evaluation technique should an organization use to analyze and improve error rates and defects?

- A. Return on investment (ROI)
- **B. Six Sigma**
- C. Benchmarking
- D. Flowchart diagram

Answer: B

Explanation:

Six Sigma focuses specifically on reducing errors, variation, and defects in processes according to the DMAIC model (Define, Measure, Analyze, Improve, Control).

Benchmarking compares across companies but doesn't directly reduce defects.

Reference: Six Sigma for Training and Development (ASTD Press).

NEW QUESTION # 23

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

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

Answer: A

Explanation:

Kirkpatrick's Four Levels explain that Level 3 (Behavior) evaluates whether learners transfer what 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 # 24

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