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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 (Q22-Q27):

NEW QUESTION # 22

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

Step 2

The data obtained indicates that the current training focuses on defining phishing and does not provide examples or information on how to recognize it and what actions to take.

Step 3

The project team decides that test phishing emails should be created to train employees about phishing and to collect more data on the issue.

Which step(s) should the TD professional take to analyze the effectiveness of the implemented solution?

Step 4

The test phishing emails are created, and the information technology department sets up the deployment schedule and results tracking for the emails. Over the first month, results indicate that 50% of the employees who received the emails clicked on the phishing link and received additional training on recognizing phishing emails.

- **A. Continue sending phishing emails to gather more data.**
- B. Create an executive focus group to review the progress.
- C. Interview employees who clicked on the phishing email.
- **D. Analyze the results for trends by job role.**
- E. Send a Level 1 evaluation to all employees.
- F. Conduct an employee survey of the training solution.

Answer: A,D

NEW QUESTION # 23

An organization with offices in four countries must comply with a new policy within three months, and a talent development professional is tasked with creating training for the new policy. There is no additional budget for this training. Which is the best option for training employees?

- A. Broadcast a video with policy information and a message from senior management in support of the policy, and use a quiz to confirm learning transfer.
- B. Conduct a live webinar that is recorded and shared with anyone who could not attend, and distribute a handout electronically.
- C. Offer in-person courses multiple times in each office so everyone is able to attend, and provide printed job aids.
- **D. Provide an asynchronous online course with information about the new policy, and use a quiz to confirm learning transfer.**

Answer: D

NEW QUESTION # 24

A talent development (TD) professional is starting to plan an organizational development strategy. Which task should the TD professional perform first?

- A. Determine the scope of the learning plan
- B. Specify the skills that will be developed by the participants
- **C. Define the goals of the strategy**
- D. Make an itemized budget

Answer: C

Explanation:

In the ATD Talent Development Capability Model, under Organization Development & Culture, the first critical step to designing any strategy is "defining clear business-aligned goals and objectives to ensure the effort addresses the true needs of the organization". Without clear goals, subsequent decisions about scope, design, and budget risk being misaligned with organizational priorities. Reference: ATD Talent Development Capability Model, Organization Development & Culture capability.

NEW QUESTION # 25

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

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

Answer: A

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 # 26

Some talent development professionals skip Level 2 evaluations thinking Levels 3 and 4 are sufficient to prove success. Why is this a dangerous assumption?

- A. Levels 1 to 4 must be completed in stepped order
- B. Level 4 evaluations require data captured during Level 2 evaluations
- C. Level 2 evaluations are the only way to confirm application of knowledge
- D. If Level 3 and Level 4 results are poor, the training quality could be questioned

Answer: D

Explanation:

Kirkpatrick's Four Levels of Evaluation (Certification Reading List) state that "without Level 2 (learning) data, poor performance outcomes at Level 3 or 4 could easily be blamed on poor training even if external factors are responsible".

Skipping Level 2 leaves no proof of what learning actually occurred.

Reference: Kirkpatrick's Four Levels of Training Evaluation (2016).

NEW QUESTION # 27

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