

Quiz 2026 ATD CPTD: High-quality The Certified Professional in Talent Development Free Download Pdf



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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"> • 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 3	<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.

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Test Notes

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ATD The Certified Professional in Talent Development Sample Questions (Q133-Q138):

NEW QUESTION # 133

Who is responsible for learning in the inclusive leadership theory?

- A. Employees and managers
- B. Organization and employees
- C. Human resources leadership and employees
- **D. Organization and managers**

Answer: D

Explanation:

Inclusive Leadership Models(ATD Inclusion Training Guide) assert: "Learning responsibility falls jointly on organizational leadership to set inclusive structures, and on managers to model inclusive behaviors".

Employees are not solely responsible; leadership must drive inclusion.

Reference:ATD Handbook, Building Inclusive Leadership.

NEW QUESTION # 134

Which is a learning activity guided by constructivist learning theory?

- A. Physically active learning exercise
- **B. Role-play exercise**
- C. Listening to a podcast
- D. Lecture

Answer: B

Explanation:

According to Constructivist Learning Theory(Certification Reading List:How People Learn, Bransford et al.), learners "construct their own knowledge through active engagement in realistic tasks," such as role-plays.

Passive listening or lecture does not align with constructivism; active problem-solving does.

Reference:How People Learn: Brain, Mind, Experience, and School (Bransford et al.)

NEW QUESTION # 135

Which is an example of original work that can be copyrighted?

- A. A title of a book of machine learning case studies
- B. A motto for a change management initiative
- **C. A video recording on appreciative inquiry**
- D. A domain name for a website on executive coaching

Answer: C

NEW QUESTION # 136

Which level of Kirkpatrick's model should a talent development professional use to measure the impact of learning during and after a training course?

- A. Level 4
- B. Level 2

