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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Impacting Organizational Capability:</b> 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>• <b>Developing Professional Capability:</b> 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>
Topic 3	<ul style="list-style-type: none"><li>• <b>Building Personal Capability:</b> 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>

>> Certification CPTD Questions <<

## 2026 ATD Professional Certification CPTD Questions

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Professional in Talent Development (CPTD) exam situations again and again, you develop confidence and skills to attempt the CPTD exam within its allocated time.

## **ATD The Certified Professional in Talent Development Sample Questions (Q97-Q102):**

### **NEW QUESTION # 97**

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

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

**Answer: A**

### **NEW QUESTION # 98**

Two manufacturing companies in different cities-Company A and Company B-have recently undergone a merger but will continue operating separately for the immediate future. Company B did not have a talent development (TD) department, so the TD professional who reported to the chief executive officer (CEO) of Company A before the merger will now report to the CEOs of both companies. The TD professional is asked by the CEO of Company A to put together a team-building program to get the employees from both companies to work well together.

The TD professional has a meeting with the CEO of Company B, who believes the training should be postponed for at least six months so the two groups of employees can operate autonomously as if the merger had not happened.

What should the TD professional do?

- A. Hold team-building activities with employees from each company separately, following the advice of Company B's CEO.
- B. Follow the original instructions from the CEO of Company A.
- C. Research other companies that have gone through successful mergers for best practices.
- **D. Call a meeting with both CEOs to create a mutually acceptable path forward.**

**Answer: D**

### **NEW QUESTION # 99**

A talent development (TD) professional has been tasked with creating a knowledge management system for a small company. The TD professional has begun the process of collecting organizational knowledge and has compiled paper manuals, standard operating procedures, process charts, and other archived materials. How can the TD professional most effectively access the collective knowledge of the company's leaders?

- A. Perform interviews with direct reports of the leaders
- **B. Conduct video and audio interviews with the leaders**
- C. Review the personnel files and resumes of the leaders
- D. Read published works by the leaders

**Answer: B**

Explanation:

Knowledge Capture Best Practices(ATD Handbook) recommend "direct interviews with senior leaders, capturing nuanced, tacit knowledge through video/audio for context, storytelling, and expertise sharing".

Paper files miss experiential insight.

Reference:ATD Handbook, Knowledge Management Practices.

### **NEW QUESTION # 100**

Which metric would show the most alignment with senior management and organizational goals?

- A. Engagement
- B. Attrition

- C. Productivity
- **D. Market share**

**Answer: D**

Explanation:

In strategic business alignment, Market Share is a direct top-line indicator that connects organizational performance to competitive success, as explained in the ATD Handbook.

Internal metrics like engagement or attrition are important but less visible to external success measures.

Reference: ATD Handbook for Training and Talent Development (2022), Strategic Alignment Metrics.

### NEW QUESTION # 101

Which consideration is most important when developing e-learning or classroom training for a global environment?

- A. Focusing on the dominant culture
- **B. Planning for cultural portability**
- C. Emphasizing cultural differences
- D. Emphasizing that all cultures are similar

**Answer: B**

Explanation:

The ATD Handbook notes that "planning for cultural portability-ensuring materials and delivery methods work across diverse cultures-is critical for global learning effectiveness".

Ignoring or assuming similarities can cause miscommunication or failure.

Reference: ATD Handbook for Training and Talent Development (2022), Global Learning Considerations.

### NEW QUESTION # 102

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