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ATD The Certified Professional in Talent Development Sample Questions (Q108-Q113):

NEW QUESTION # 108

What is the main objective of a quality workforce planning process?

- **A. Ensuring that the right numbers of the right kinds of people are available at the right times and in the right place**
- B. Increasing productivity from a pool of developed talent that is highly engaged in the organization
- C. Empowering employees to manage their own careers through internal support centers and counselors
- D. Creating a self-reliant workforce in which employees build valuable skills and prepare for the future

Answer: A

Explanation:

Workforce planning, according to the ATD Talent Development Capability Model, ensures "an adequate supply of talent with the right skills is available to meet organizational demands now and in the future".

It is a balance of quantity, quality, timing, and placement.

Reference: ATD Talent Development Capability Model, Workforce Planning.

NEW QUESTION # 109

Which is a benefit of Six Sigma methodology?

- A. It clarifies business strategy
- B. It analyzes key aspects of the corporate culture
- C. It creates awareness and a sense of urgency
- **D. It reduces business cycle times**

Answer: D

NEW QUESTION # 110

Which needs statement is most likely to encourage a stakeholder to support the investment around developing skills in retail sales?

- A. Store managers have requested a two-day workshop that can be delivered at each store, focused on teaching their associates how to sell more items, thereby earning larger sales commissions.
- B. Feedback from associates indicates that they would prefer annual training opportunities to learn new skills from the top sellers, in order to improve their opportunity to earn large sales commissions.
- C. Feedback from their top sellers indicates that in the majority of instances clients were inclined to buy more items, versus a single item, when they could see how everything came together as a cohesive outfit.
- **D. Store managers indicate they are not ready for the upcoming holiday season, due to inconsistent skills and capabilities among their teams, thereby preventing them from meeting their targeted revenues.**

Answer: D

NEW QUESTION # 111

A talent development (TD) professional works at a small Internet-based company. The TD professional is tasked with training a group of customer service representatives to process refunds in a new software application.

The TD professional is creating the training plan for the new software and wants to develop the learners' troubleshooting skills by incorporating unexpected complexities that staff might encounter.

The training plan is created and approved, and the TD professional develops the training materials.

The TD professional starts the training session with a short lecture, but the learners are being fairly quiet. The TD professional is worried that learners are not understanding the material but are too afraid to ask questions.

What should the TD professional do to encourage learners to ask questions?

- **A. Pause intentionally and give learners enough time to think of questions.**

- B. Ask learners to provide examples of situations they have experienced related to the content.
- C. Pause if two or more learners are talking among themselves, and ask if they have a question.
- D. Stay on schedule, thereby providing stability for the learners and making them more comfortable.
- E. Have learners wait to ask their questions at the end of the lecture.
- F. Stop at natural points and ask if there are any questions.

Answer: A

NEW QUESTION # 112

A senior manager consults a talent development (TD) professional about the excessive time a team member spends to research background information before presenting options. Before the TD professional makes a recommendation, what is the first question to ask?

- A. What types of research is your team member conducting?
- B. Does your team member get easily distracted?
- **C. Do the results your team member presents meet your needs?**
- D. How much time do you expect your team member to spend on research?

Answer: C

Explanation:

The correct answer is B because the TD professional should first clarify the desired performance outcome before diagnosing the issue or recommending a solution. The manager believes the employee spends too much time researching, but the key question is whether the final work product meets business needs. If the results are accurate, useful, and timely enough for decisions, the issue may be about expectations or efficiency rather than capability. If the results do not meet needs, then further analysis is required. This aligns with CPTD Organizational Capability, especially Performance Improvement and Consulting & Business Partnering. TD professionals should investigate goals, gaps, stakeholder expectations, and root causes before prescribing training or another intervention. Option A asks about time expectations, but it is secondary to whether performance meets the need. Option C explores activity, not outcome. Option D assumes a personal cause without evidence.

NEW QUESTION # 113

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