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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 | • 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 | • 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. |
|---|---|

# ATD The Certified Professional in Talent Development Sample Questions (Q114-Q119):

**NEW QUESTION # 114**

When following an organizational diagnosis model, which two variables that impact an organization would most appropriately be examined at both the organizational and group levels?

- A. Structure and group composition
- B. Processes and individual motivation
- C. Group behavior and individual attitudes
- D. Culture and technology

**Answer: D**

Explanation:
According toOrganizational Diagnosis Models(CPTD Outline), "Culture and technology operate at both macro (organization-wide) and micro (team or department) levels".
Both deeply shape how work gets done across layers.
Reference:CPTD Detailed Content Outline, Organizational Systems Diagnosis.

**NEW QUESTION # 115**

Who is responsible for learning in the inclusive leadership theory?

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

**Answer: C**

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 # 116**

A talent development (TD) professional has been hired as a consultant for a 20-person manufacturing company. The TD professional has not worked in this industry before. Several employees have complained to the human resources (HR) department that some supervisors have been disrespectful toward them when giving feedback. The HR manager decides that company-wide training on appropriate feedback is needed.
The TD professional is assigned to conduct a needs analysis and to report the results to the HR manager in two days.
Which data collection method(s) would be most appropriate for the TD professional to use to complete the needs analysis?

- A. Pretest
- B. Observations
- C. Policy review
- D. Focus groups
- E. Benchmark study

**Answer: B,D**

**NEW QUESTION # 117**

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. Define the goals of the strategy
- C. Make an itemized budget
- D. Specify the skills that will be developed by the participants

**Answer: B**

Explanation:
In theATD Talent Development Capability Model, underOrganization 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 # 118**

A talent development (TD) professional has been asked to implement a knowledge management strategy.
Which is the best first step for the TD professional to take?

- A. Locate information sources
- B. Determine the organization's needs
- C. Choose an information-gathering system
- D. Compile, confirm, and circulate documents

**Answer: B**

Explanation:
In Knowledge Management Strategy best practices from the ATD Handbook, the first step is to
"understand the organizational needs and goals to ensure the KM system is targeted and useful".
Starting with technology or sources misses strategic alignment.
Reference: ATD Handbook for Training and Talent Development (2022), Knowledge Management Principles.

**NEW QUESTION # 119**

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