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CSEP CPT Exam

what is the average stroke volume during exercise and at rest? - ANSWERRest: 70 mL/b
Exercise: 120-190mL/b

what is the average cardiac output at rest and during Exercise? - ANSWERRest: 4900 mL/min
Exercise: 22800-34200 mL/min

What is the fuel for the anaerobic alactic system? Duration? By products? -
ANSWERFuel: ATP and PCr
Duration : 0-15 secs
By products: ADP, Cr, Pi

What is the fuel for the anaerobic lactic system? Duration? By-products? -
ANSWERFuel: CHO
Duration: 15-120 secs
By-Products: Lactic Acid, 2 ATP/mol CHO

What is the fuel for the aerobic system? Duration? By-products? - ANSWERFuel: CHO, Fats, and Proteins (5%)
Duration: 120 -several hours
By-Products: Heat, 36 ATP/mol CHO, H₂O, CO₂

What is the valid direct measure of MAP or VO₂? - ANSWERa breath by breath analysis whereby the subject is hooked up to an analyzer via a hose/mask. The contents of each breath is then analyzed while incrementally increasing the WR/WL until the subject can no longer maintain the intended intensity minimum or the tester deems them unfit to continue.

What are METs? - ANSWERMET or Metabolic Equivalent is the ratio of energy consumption to a reference metabolic rate set by convention to 3.5 ml O₂/kg/min.

What are the METs during light intensity, moderate intensity, vigorous intensity, and moderate-vigorous intensity PA? - ANSWERLight: >1.5 MET <3.0
Moderate: 3-6 METS
Vigorous: >6 MET
Mod-Vig: All Activities > 3 METs

Define Muscular Strength: - ANSWERis the ability to produce maximal force at a given speed.

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ATD The Certified Professional in Talent Development Sample Questions (Q45-Q50):

NEW QUESTION # 45

An organization with high turnover had attempted to reduce turnover by increasing wages and paid time off. A year later, the turnover rate had not changed. Which is the best approach for solving the issue?

- **A. Systems thinking**
- B. Organizational change theory
- C. Complexity theory
- D. Six Sigma

Answer: A

Explanation:

As per the CPTD Detailed Content Outline(2020), within Impacting Organizational Capability, using systems thinking is emphasized to solve complex organizational issues. Systems thinking "recognizes that organizational challenges are rarely isolated but are instead interconnected with multiple causes and effects.

Solutions must address the full system, not just surface-level symptoms".

Simply adjusting wages addresses only a symptom. Systems thinking would analyze broader causes like leadership quality, job design, communication, or growth opportunities influencing turnover.

Reference: CPTD Detailed Content Outline, Domain 3: Impacting Organizational Capability, Systems Thinking.

NEW QUESTION # 46

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 # 47

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

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 # 48

A TD professional at an online retail company is approached by one of the company's cloud services managers, who is concerned about the cloud services team's recent work performance. The manager states that the team members repeated the same mistakes from past teams. The TD professional performs a needs analysis and determines that the team members did not leverage information, best practices, and historical data recorded by past teams in the company's knowledge management system (KMS).

The TD professional determines that the team members are not motivated to use the KMS because they find it too time-consuming to access useful information.

How should the TD professional engage and/or motivate the team to utilize the KMS?

- A. Provide a "tip of the day" microlearning on KMS features.
- B. Prepare job aids to facilitate learning about the KMS.
- C. Provide prizes based on KMS usage statistics.
- D. Create a scavenger hunt with prizes for finding specific information in the KMS.
- E. Conduct interviews with current users to understand utilization behaviors.
- F. Conduct KMS training with hands-on activities.
- G. Create a publicized list of nonusers.
- H. Provide year-over-year KMS usage statistics to management.

Answer: C,D

NEW QUESTION # 49

When is microcoaching most helpful to the performer?

- A. When the coach and performer are in the initial stages of building trust
- B. When the coach and the performer are clear about the performer's goals
- C. When the performer is unsure how to move forward with her/his goals
- D. When the coach requires the performer to use a new technology platform

Answer: B

Explanation:

PerMicrocoaching Strategies(Certification Reading List:Coaching for Performance, Whitmore), microcoaching is most effectiveonce goals are clearly defined, allowing quick, targeted development feedback.

It's not meant for initial goal setting or discovery.

Reference:Coaching for Performance, John Whitmore.

NEW QUESTION # 50

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