

CPTD Übungsmaterialien - CPTD Lernressourcen & CPTD Prüfungsfragen



Fast2test bietet eine klare und ausgezeichnete Lösung für jeden ATD CPTD Prüfungskandidaten. Wir versorgen Sie mit den ausführlichen ATD CPTD Prüfungsfragen und Antworten. Unser Team von IT-Experten ist das erfahrenste und qualifizierteste. Unsere Testfragen und Antworten sind fast gleich wie die echte Prüfung. Das ist wirklich großartig. Am wichtigsten ist, dass die Erfolgsquote von Fast2test die höchste in der Welt ist.

ATD CPTD Prüfungsplan:

Thema	Einzelheiten
Thema 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.
Thema 2	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.
Thema 3	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.

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CPTD Prüfungsfragen Prüfungsvorbereitungen, CPTD Fragen und Antworten, The Certified Professional in Talent Development

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ATD The Certified Professional in Talent Development CPTD Prüfungsfragen mit Lösungen (Q108-Q113):

108. Frage

A talent development professional has been asked to provide feedback to a trainer about an in-person session that received poor evaluation responses. The training was for senior-level management to learn to be more strategic and collaborative in their annual planning session. The trainer presented the learners with theories and methods for strategic planning and how to collaborate. Survey responses revealed learners felt they had not learned what they expected to learn. What was the most likely problem?

- A. The presentations were not polished enough, and the trainer should have practiced more before the session
- B. The training did not take into account the fact that the learners were experienced and motivated to learn
- **C. The training did not provide situations where the learners could practice working as a group to come up with strategic priorities**
- D. The learners were not motivated to learn the content presented to them and did not see how it related to the task at hand

Antwort: C

Begründung:

According to ATD's Handbook for Training and Talent Development, 3rd edition(2022), successful learning for adults requires an experiential design where "learners actively practice new skills, especially when learners are senior, experienced, and goal-oriented." The book further states, "Providing theoretical knowledge alone without practice exercises will fail to meet experienced learners' needs".

This group required strategic simulations or practice opportunities, not lectures alone. Thus, lack of practice was the key deficiency. Reference: ATD's Handbook for Training and Talent Development (2022), Adult Learning Principles.

109. Frage

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

Antwort: D

Begründung:

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.

110. Frage

A talent development professional is planning a company-wide volunteer day event. One of the risk factors identified is the possibility that too few volunteers will participate. What are the two primary considerations in evaluating this risk?

- A. Who can help mitigate the risk and will they accept full responsibility?
- B. Is it reasonable to accept this particular risk, and if so, how can it be prevented?
- C. Can the risk be prevented, and what should be done if it occurs anyway?

- D. How likely it is that this particular risk will occur and what is the impact if it does occur?

Antwort: D

Begründung:

Per the CPTD Detailed Content Outline in Impacting Organizational Capability, effective risk management involves assessing "the probability of occurrence and the magnitude of the impact".

Evaluating both likelihood and impact allows the TD professional to decide whether mitigation or contingency planning is necessary.

Reference: CPTD Detailed Content Outline, Risk Assessment in Organizational Projects.

111. Frage

A hacker was successful in accessing a financial services company's database of customer information after an employee clicked on a phishing email link. The company's chief executive officer (CEO) created a project team to address the security breach. As a member of the project team, a talent development (TD) professional is asked to evaluate the current security training for effectiveness. Since this is an urgent issue, the project team has been given 30 days to present recommendations.

The data obtained indicates that the current training focuses on defining phishing and does not provide examples or information on how to recognize it and what actions to take.

What should the TD professional do?

- A. Recommend that all employees be required to retake the current security training.
- B. Recommend that the compliance department create new security training.
- C. Recommend that the current training be updated to include identifying phishing attempts.
- D. Present training alternatives to the project team to gather feedback.
- E. Present the recommendations directly to the CEO for a decision.

Antwort: C,D

112. Frage

Which process steps should be included in a chart displaying the results of an after-action review?

- A. Schedules, resources, constraints, results
- B. Barriers, metrics, feedback, rewards
- C. People, processes, proficiencies, competencies
- D. Problems, solutions, actions, outcomes

Antwort: D

113. Frage

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