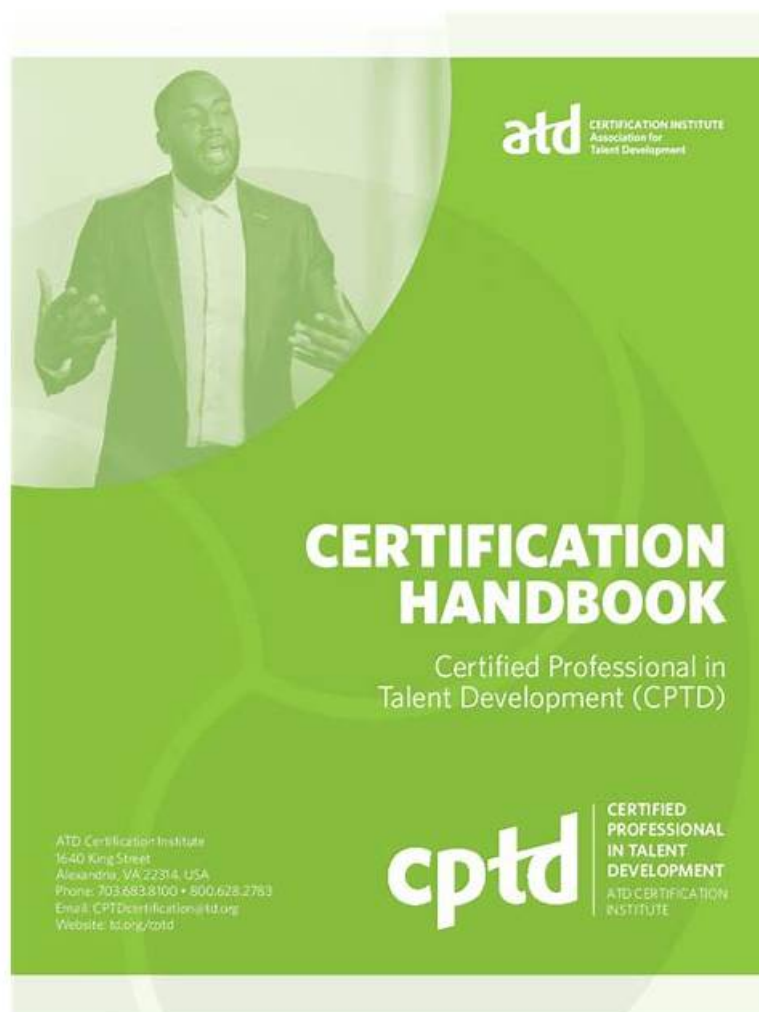


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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none"> • 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 3	<ul style="list-style-type: none"> • 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.

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ATD The Certified Professional in Talent Development Sample Questions (Q136-Q141):

NEW QUESTION # 136

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

Answer: A

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 # 137

A manager is trying to identify the root cause of a departmental problem by interviewing employees. In which situation is the manager employing the Socratic method of questioning?

- A. Asking questions that require more than a one-word answer and encouraging others to draw on their own experiences
- B. Sharing expertise about the problem, and asking direct questions that help check for understanding of the problem and test for consensus
- **C. Claiming ignorance of the problem and asking questions that elicit employees' fullest knowledge of the topic**
- D. Repeatedly asking why the problem is happening until employees feel that they have analyzed the problem thoroughly

Answer: C

Explanation:

The Socratic Method (Educational Psychology Certification Reading) is defined as "posing purposeful, open-ended questions from a

position of ignorance to stimulate critical thinking and fuller exploration".
It's not about telling; it's about drawing out.
Reference: The Socratic Method: Critical Thinking and Dialogue, Paul & Elder.

NEW QUESTION # 138

Which is the best practice to incorporate when designing a new performance management strategy?

- A. Require all review discussions be performed face-to-face
- B. Have managers set stretch goals for their direct reports
- C. Determine managers' current skills at performing appraisals
- D. Ask managers to rank their team members by performance

Answer: C

NEW QUESTION # 139

Which leadership ability is of most value for fostering an organization's long-term success?

- A. Establishing and maintaining trusting and collaborative relationships
- B. Developing and implementing continuous improvement ideas
- C. Creating and implementing new company strategies
- D. Managing and measuring meaningful work tasks

Answer: A

Explanation:

ATD Leadership Development Best Practices emphasize that "trust and collaboration build resilient, innovative organizations capable of long-term success".

Without trust, even the best strategies and processes will falter.

Reference: ATD Handbook, Leadership Competency Models.

NEW QUESTION # 140

A claims employee at an insurance company is transferred to the talent development (TD) department. This new TD team member has previously delivered departmental on-the-job training on an informal basis, but does not have any formal TD training. A TD manager has been assigned to help the new TD team member develop TD skills.

Several years have passed, and the former claims employee is now an experienced TD professional. The TD manager asks this TD professional to create a training plan for a new claims process. Some claims employees work remotely in three different countries. The TD manager requests a draft of the training plan in 30 days.

The TD manager approves the TD professional's training plan draft. What should the TD professional do to implement this project?

- A. Define project roles.
- B. Schedule regular project status meetings.
- C. Prepare a communication plan for stakeholders.
- D. Create a project definition checklist.
- E. Complete a SWOT (strengths, weaknesses, opportunities, threats) analysis.
- F. Schedule training sessions.
- G. Determine the project resources needed.
- H. Rotate project members on and off the project team.

Answer: C

NEW QUESTION # 141

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