

# ATD - CPTD - High-quality Pass The Certified Professional in Talent Development Guarantee



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## ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>Building Personal Capability: This section of the exam measures skills of Learning &amp; 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

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### ATD The Certified Professional in Talent Development Sample Questions (Q67-Q72):

#### NEW QUESTION # 67

Who is responsible for learning in the inclusive leadership theory?

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

#### Answer: B

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 # 68

A talent development (TD) professional has been given the task of implementing a content management system in an organization. How will the TD professional know that this implementation is a success?

- A. The TD professional completes the implementation on time and under budget.
- B. All of the organization's content has been successfully uploaded to the new system.
- C. All of the organization's employees have been trained on how to use the new system.
- D. **The TD professional can capture knowledge, archive it, and retrieve it later.**

#### Answer: D

#### NEW QUESTION # 69

Which learning concept is best exemplified by the question, "Why do I need to know this?"

- A. Mager's criterion-referenced instruction approach
- B. Bloom's taxonomy
- C. Gagne's nine levels of learning
- D. **Knowles's adult learning theory**

#### Answer: D

Explanation:

Malcolm Knowles's Andragogy Model explains that "adult learners are motivated to learn when they see immediate relevance to their life or work tasks".

Answering "Why?" is central to adult learning.

Reference:The Adult Learner, Malcolm Knowles.

### NEW QUESTION # 70

An organization has just finalized its strategic planning process and established four business goals for the next period. The talent development (TD) professional is meeting with the chief executive officer to discuss how the learning function can best support the achievement of these goals. Which meeting objective will best allow the TD professional to align the learning goals with these business goals?

- A. Identify the resources required to drive these business goals
- B. Identify the training calendar for the next period
- C. Identify the performance gaps of employees
- D. **Identify the business goals that require employee development**

**Answer: D**

### NEW QUESTION # 71

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

- A. 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.
- B. **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.**
- 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 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.

**Answer: B**

### NEW QUESTION # 72

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