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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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.

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ATD The Certified Professional in Talent Development Sample Questions (Q83-Q88):

NEW QUESTION # 83

In which scenario would situational leadership be most impactful?

- A. An employee is avoiding a task even though he states that he understands the task
- B. An employee has made no progress toward her professional goals ten months into the performance period
- C. An employee is not analyzing data correctly for a presentation with a client
- D. An employee is unclear which direction to take to solve a time-sensitive problem on a project

Answer: D

Explanation:

According to Hersey and Blanchard's Situational Leadership Model (Certification Reading List), situational leadership is most impactful when "flexibility in directing or supporting behavior is needed based on the employee's task-specific development level". Confusion over direction on a time-sensitive task needs directive leadership - perfect for situational leadership.

Reference: Management of Organizational Behavior, Hersey & Blanchard.

NEW QUESTION # 84

In analyzing job performance, a talent development professional identifies that while workers know the process for building products, they are not following it every time, leading to an increase in quality defects.

Which layer of the modern learning ecosystem is most likely to influence compliance with expected safety protocols?

- A. On-demand training
- B. Performance support
- C. Formal training
- D. Management support

Answer: D

Explanation:

ATD Modern Learning Ecosystem (Certification Reading List) highlights that "management reinforcement is critical to ensure consistent application of processes, especially in high-risk fields like manufacturing and safety".

Performance support helps, but without management emphasis, behaviors erode overtime.

Reference: ATD Handbook, Management Support in the Learning Ecosystem.

NEW QUESTION # 85

Which organizational capability must be included when assessing a training program using a systems approach?

- A. Role competencies
- B. Organization design
- C. Culture dynamics
- D. Stakeholder objectives

Answer: D

Explanation:

According to the CPTD Outline under Systems Thinking and Performance Analysis, training assessments must "align with key stakeholder objectives to ensure organizational relevance and impact".

Stakeholder alignment ensures the training solves business needs, not just training gaps.

Reference: CPTD Detailed Content Outline, Systems Approach to Learning Strategy.

NEW QUESTION # 86

Who is responsible for learning in the inclusive leadership theory?

- A. Employees and managers

- B. Organization and employees
- **C. Organization and managers**
- D. Human resources leadership 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 # 87

A talent development (TD) professional has been asked to present new call center techniques to a customer service group. During a break, a participant says the information is being presented too quickly for the group to understand. Which technique should the TD professional use to monitor the situation and modify the training?

- A. Express the need for follow-up training to the manager
- **B. Scan for audience learning reactions and adjust accordingly**
- C. Condense the material and only present the basic techniques
- D. Administer a quiz to evaluate group knowledge of the techniques

Answer: B

Explanation:

ATD's Handbook for Training and Talent Development(2022) explains that "effective facilitators continuously scan for learner engagement and comprehension indicators during delivery".

This real-time adjustment based on learner feedback ensures pacing, delivery, and comprehension stay on track, preventing learning loss. Adjusting mid-course is a critical facilitation skill.

Reference:ATD Handbook for Training and Talent Development (2022), Training Delivery section.

NEW QUESTION # 88

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