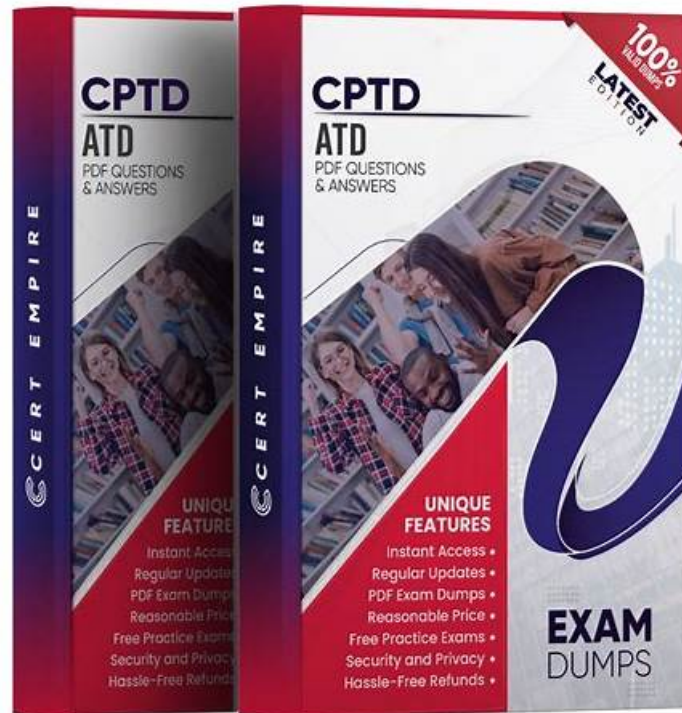


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## ATD CPTD Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• <b>Building Personal Capability:</b> 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 2	<ul style="list-style-type: none"> <li>• <b>Developing Professional Capability:</b> 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 3	<ul style="list-style-type: none"> <li>• <b>Impacting Organizational Capability:</b> 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>

## ATD The Certified Professional in Talent Development Sample Questions (Q10-Q15):

### NEW QUESTION # 10

Which is the most important reason for a talent development (TD) professional to complete a business ecosystem analysis?

- A. To understand the role government, competitors, adjacent markets, and customers play in the business
- B. To be able to prepare the budget for the TD department
- C. To develop a strategic plan that is aligned with the current business goals and values
- D. To identify the strengths, weaknesses, opportunities, and threats to the business

**Answer: A**

Explanation:

According to the CPTD Detailed Content Outline, under Impacting Organizational Capability, talent development professionals are expected to "analyze the organization's environment and ecosystem, including competitors, customers, partners, regulators, and markets, to influence TD strategy".

Understanding the full ecosystem ensures that the learning strategy is responsive to external factors, not just internal needs, which is critical for long-term success.

Reference: CPTD Detailed Content Outline, Domain 3, Organizational Ecosystem Analysis.

### NEW QUESTION # 11

Which item is most critical to drive accelerated learning in a program for high-potential employees?

- A. Individual coaching on culture, strategy, and attaining results
- B. Development of networks promoting organizational learning
- C. Reading assignments prior to attending sessions
- D. Work assignments that stretch current capabilities

**Answer: D**

Explanation:

High-Potential Development Programs (Certification Reading List) emphasize that "stretch assignments that require employees to operate outside their comfort zones are the fastest method to build leadership capabilities".

Passive development (like reading) is insufficient for high-potentials.

Reference: ATD Handbook, High-Potential Talent Development.

### NEW QUESTION # 12

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

**Answer: A**

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 # 13

Which is the primary purpose of an employee engagement survey?

- A. Serve as a performance management review
- B. Engage employees
- C. Provide an action plan
- D. Identify barriers to performance

**Answer: D**

Explanation:

PerATD's Guide to Employee Engagement, "The primary goal of an engagement survey is to diagnose gaps or barriers that inhibit high performance and satisfaction, not just to gather attitudes".

Surveys are diagnostic tools, not action plans by themselves.

Reference:ATD Handbook, Employee Engagement Measurement.

### NEW QUESTION # 14

Some talent development professionals skip Level 2 evaluations thinking Levels 3 and 4 are sufficient to prove success. Why is this a dangerous assumption?

- A. Level 2 evaluations are the only way to confirm application of knowledge
- B. Levels 1 to 4 must be completed in stepped order
- C. Level 4 evaluations require data captured during Level 2 evaluations
- D. If Level 3 and Level 4 results are poor, the training quality could be questioned

**Answer: D**

Explanation:

Kirkpatrick's Four Levels of Evaluation(Certification Reading List) state that "without Level 2 (learning) data, poor performance outcomes at Level 3 or 4 could easily be blamed on poor training even if external factors are responsible".

Skipping Level 2 leaves no proof of what learning actually occurred.

Reference:Kirkpatrick's Four Levels of Training Evaluation (2016).

### NEW QUESTION # 15

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