ATD CPTD Practice Questions

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Question 1

Question Type: MultipleChoice

[Organizational Capability]

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?

Options:

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

Answer:

D

Question 2

Question Type: MultipleChoice

[Professional Capability]

A talent development team is developing advanced emergency medical technician training for seasoned firefighters. Why are hands-on activities so crucial to this type of training?

Options:

A- These learners are provided a written course assessment that evaluates their achievement of the learning objectives for this type of training
B- These learners are aware of the importance of achieving and maintaining their strict compliance-driven credentials and appreciate having opportunities to test their knowledge with oral assessments
C- These learners are provided opportunities to explain their gained knowledge and review case studies that guide problem-solving scenarios of real-life situations
D- These learners are exposed to real-life situations that not only require an extensive knowledge base of life-saving techniques, but also generate a strong sense of need and desire for achieving mastery of their practical skills

Answer:

D

Question 3

Question Type: MultipleChoice

[Professional Capability]

A talent development professional is providing coaching to an individual. Which action is most likely to improve success for the coaching action plan?

Options:

A- Allow others to define actions for the person receiving coaching
B- Obtain stakeholder approval for the action plan
C- Be specific whether an action is a goal or a task
D- Write out the action plan

Answer:

C

Question 4

Question Type: MultipleChoice

[Professional Capability]

A talent development (TD) professional has been tasked with training a group of managers on how to be better coaches. The managers have been in their roles for one to three years, have some prior knowledge, are self-motivated to learn, and lack guidance. What is the most effective approach for the TD professional to take?

Options:

A- Engage learners with opportunities to practice coaching and receive feedback from peers and TD professionals
B- Organize learners into small groups to discuss coaching ideas and receive feedback from peers
C- Disseminate information about coaching theories to learners with explanations of what a

good coach embodies
D- Provide information about coaching and allow learners to practice coaching each other

Answer:

A

Question 5

Question Type: MultipleChoice

[Professional Capability]

A talent development professional and an external training vendor have agreed to a percentage of the overall cost as profit. What is this called?

Options:

A- Cost plus fixed price
B- Firm fixed price
C- Performance-based fee
D- Cost plus incentive fee

Answer:

D

Question 6

Question Type: MultipleChoice

[Personal Capability]

Which model best enables employees to continually seek new skills, enhance competencies, and expand their proficiency on their own?

Options:

A- Pedagogical learning model
B- Adult learning model
C- Integral learning model

D- Behavioral learning model

Answer:

C

Question 7

Question Type: MultipleChoice

[Organizational Capability]

When establishing a talent development (TD) department, how would the TD director best align the department's role to achieve the business strategy?

Options:

A- Identify a learning management system that specifically tracks the number of learning solutions that are created for the business units
B- Create a mission statement that explicitly states the department's endeavor to provide learning solutions that produce meaningful business results
C- Develop a strategic workflow that includes daily, weekly, monthly, and quarterly tasks that cover all training and development disciplines
D- Implement a strategy to recruit and hire a staff of TD professionals skilled in instructional design, e-learning software, facilitation, and evaluation

Answer:

B

Question 8

Question Type: MultipleChoice

[Personal Capability]

A new manager has a team comprised of four different generations of employees. Which action by the manager would be most likely to minimize intergenerational conflict within the team?

Options:

A- Acknowledge the diverse viewpoints of each team member
B- Listen actively to each team member
C- Poll each team member
D- Define what is important to each team member's generation

Answer:

A

Question 9

Question Type: MultipleChoice

[Organizational Capability]

Which is the primary purpose of an employee engagement survey?

Options:

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

Answer:

B

Question 10

Question Type: MultipleChoice

[Organizational Capability]

A talent development (TD) professional has been asked to evaluate the capability of an organization's employees to move into positions of greater responsibility when required. The deliverable will be a report on the skill sets for succession in the organization. What would be the most effective approach for the TD professional to take?

Options:

A- Research and recommend an assessment process such as a 360-degree assessment or a psychometric assessment; review data contained in the performancemanagement system, including past performance reviews
B- Hold focus groups with employees interested in leadership positions to identify potential leaders; meet with senior leaders individually to discuss who they feel could take on greater responsibility within the organization
C- Review company training records for past training attendance in leadership sessions; review project committees and leadership roles taken in the committees
D- Send a survey asking about future leadership potential and interest from employees; follow up with a group discussion for those expressing interest in a leadership position

Answer:

A

Question 11

Question Type: MultipleChoice

[Organizational Capability]

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?

Options:

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

Answer:

B

Question 12

Question Type: MultipleChoice

[Professional Capability]

What is the focus of design thinking?

Options:

A- People
B- Performance
C- Problem
D- Process

Answer:

A

Question 13

Question Type: MultipleChoice

[Professional Capability]

Which statement best describes D.E. Super's theory of career development?

Options:

A- It uses concepts from psychology and is considered behavioral career counseling
B- It uses tests that are based on individual interests to determine best career choice
C- It emphasizes that choice of occupation is highly influenced by a person's self-image
D- It states that career choice is determined through interviews that deal with six types of work environments

Answer:

C

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