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ATD The Certified Professional in Talent Development Sample Questions (Q86-Q91):

NEW QUESTION # 86
Which question is most critical for a talent development professional to answer before implementing an employee engagement survey?

- A. What is the purpose of the survey?
- B. What will be learned from the feedback?
- C. Who should be included in the survey?
- D. How will the feedback be collected?

Answer: A

Explanation:
TheCPTD Detailed Content Outlinespecifies that when gathering organizational data, defining thepurpose of the data collectionis

fundamental: "Clear definition of the objective of a data collection effort ensures actionable results that drive talent development strategies aligned with organizational goals".
If the purpose is unclear, all other decisions - such as sampling, methods, analysis - could lead to invalid or irrelevant results.
Reference:CPTD Detailed Content Outline, Domain 3: Impacting Organizational Capability, Data & Analytics section.

NEW QUESTION # 87
A new business has recently been formed out of a merger of two international technology start-up companies, and employees from both companies are being merged into new departments for efficiency. Which suggestion would be most useful for a talent development professional to make to the department managers as they get to know their new employees?

- A. Suggest that managers schedule individual introduction meetings with each employee where they can talk without interruptions or distractions
- B. Suggest that managers schedule meetings with groups of employees at the same time to facilitate informal introductions
- C. Suggest that managers send out a communication to welcome their new teams, encouraging each employee to schedule time to meet with their manager
- D. Suggest that managers host introduction meetings and describe their plan to deliver a successful outcome to the new department

Answer: A

Explanation:
Merging Cultures and Building Trust(ATD Organizational Development Materials) recommends
"individual, distraction-free introductions to build personal trust, which is crucial in early-stage team formation after mergers".
Group meetings may overlook individual concerns.
Reference:ATD Handbook, Change Management in Mergers and Acquisitions.

NEW QUESTION # 88
A talent development (TD) professional has been asked to deliver training in support of the corporate strategic plan to increase sales revenues. What is the first question the TD professional should ask the stakeholders?

- A. Should certain sales representatives be targeted for this training?
- B. By how much are revenues expected to be increased?
- C. What specific issues is this initiative intended to address?
- D. Why are sales revenues down?

Answer: C

Explanation:
TheCPTD Detailed Content OutlineunderNeeds Assessmentstates: "Clarifying the exact issues the initiative intends to solve ensures learning solutions are strategically aligned to organizational goals".
Starting withthe problem to be solveddrives better training design and evaluation.
Reference:CPTD Detailed Content Outline, Needs Assessment.

NEW QUESTION # 89
A talent development (TD) professional works at a small Internet-based company. The TD professional is tasked with training a group of customer service representatives to process refunds in a new software application.
What should the TD professional do?

- A. Walk through example refunds with the learners.
- B. Remove nonessential information from the learning materials.
- C. Provide a demonstration of the new software application.
- D. Conduct lectures to provide instruction, then have learners practice processing the refunds on their own.
- E. Provide the instruction manual for the new software application for staff to learn on their own.

Answer: A

NEW QUESTION # 90
Which is a component of an e-learning storyboard?

- A. Usability testing
- B. Mobile strategy
- C. Technology analysis
- D. Voice-over narration

Answer: D

Explanation:
Ane-learning storyboard, per theATD Instructional Design Certificate Program, includes "content, visuals, interactions, assessments, and narration text/scripts".
Voice-over narration is scripted directly into the storyboard document before development.
Reference:ATD Instructional Design Certificate.

NEW QUESTION # 91
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