

Appendix D: Sample Questions

Review the following sample questions to get an indication of what to expect on the exam. Correct answers are included in the back of this section.

- 1. A talent development manager wants to provide effective feedback to direct reports. Which type of feedback is most likely to help the manager's employees feel engaged at work?**
 - A. Provide corrective feedback when employees have incorrectly completed their work.
 - B. Provide frequent positive feedback that praises employees for doing good work.
 - C. Provide frequent positive feedback that details how employees' strengths can be applied to future projects.
 - D. Provide frequent developmental feedback designed to help employees improve at work.

- 2. Which action is most likely to have a lasting impact on an organization's learning culture?**
 - A. Integrating training requirements into the annual performance review system
 - B. Launching an incentive program to reward participation in learning activities
 - C. Increasing leadership and management training
 - D. Conducting an organizational capabilities assessment

- 3. Which factor should be addressed in project management plans?**
 - A. Target audience learning style
 - B. Budget for the learning project
 - C. Learning delivery modes
 - D. Adult learning principles

- 4. Which level of Bloom's taxonomy includes problem-solving techniques, manipulating, designing, and experimenting?**
 - A. Application
 - B. Analysis
 - C. Synthesis
 - D. Comprehension

- 5. What is the best reason for providing a change support structure that balances plans and flexibility?**
 - A. To allow for learning and quick self-correction in the process
 - B. To allow for changes from leadership during the change
 - C. To allow for fluctuations in the timely delivery of plans
 - D. To allow for a predictable approach to change management

- 6. A talent development (TD) professional notices that several participants in a training session are unmotivated to complete an activity. Instead, the participants are discussing an upcoming business retreat. What would be the most effective way for the TD professional to increase the participants' motivation to learn?**
- A. Remind the participants of the training guidelines.
 - B. Engage the participants in a direct conversation.
 - C. Create an alternate activity that was not included in the original design.
 - D. Remind the participants of the benefits they will receive from the training.
- 7. A manager wishes to set goals for a new employee that align with the goals of the team and organization. Which tool should the manager use?**
- A. An individual development plan
 - B. A team SWOT (strengths, weaknesses, opportunities, threats) analysis
 - C. A role-based learning path
 - D. Organizational key performance indicators
- 8. What process relies on Kirkpatrick's four levels by putting them into a logical chain of evidence that unifies the learning and business functions?**
- A. Business cost analysis (BCA)
 - B. Benefit cost ratio (BCR)
 - C. Cost-benefit analysis (CBA)
 - D. Return on expectations (ROE)
- 9. What is one external driver that directs an organization's strategy, goals, and needs when establishing measures for evaluating its business?**
- A. Technology
 - B. Economics
 - C. Shareholder
 - D. Financial
- 10. Recently hired operators of a complex machine at a manufacturing plant are making errors. The machine, though critical to operations, is likely to be replaced soon. Which action would be best for the talent development professional to take to improve the operators' performance?**
- A. Develop a simulation of machine operations.
 - B. Create a job aid.
 - C. Design an online training module.
 - D. Host a classroom session.

- 11. Which type of assessment is best for determining the skills, knowledge, and attitudes required for a specific job?**
- A. Task assessment
 - B. Organizational assessment
 - C. Individual assessment
 - D. Knowledge assessment
- 12. A company wants individuals in a leadership development program to have the opportunity to learn from people inside and outside the organization. Individuals who wish to gain knowledge and share their experience with others will be invited to join. Which term best describes the type of program the company is building?**
- A. Coaching
 - B. Mentoring
 - C. Training
 - D. Job sharing
- 13. Which analysis approach should an organization adopt to determine if a new training program will impact organizational effectiveness?**
- A. Return on investment
 - B. Kirkpatrick evaluation
 - C. Systems diagnosis
 - D. Knowledge acquisition
- 14. Which is the best approach for a talent development professional to reduce intercultural communication problems in a training session?**
- A. Provide interpreters for delivery of training where learners are likely to speak a common second language.
 - B. Use gestures so that learners from different cultures can understand what is being said.
 - C. Provide presentation materials in writing.
 - D. Adapt the delivery of the message to the cultural viewpoint of the learners.
- 15. A talent development professional measured and analyzed employees after training for a complex task that is not applied regularly and determined 50% of the attendees met expectations. What is the best solution to increase results?**
- A. Communities of practice
 - B. Additional classroom training
 - C. Web-based training
 - D. Electronic performance support system

APTD Practice Questions: Answer Key

Question 1

Answer: C

Test Content Outline topic: 1.3.C

Reference: *Focus on Them*, p. 105-108

Question 2

Answer: D

Test Content Outline topic: 3.3.B

Reference: *Learning for the Long Run* Chapter 3, page 62

Question 3

Answer: B

Test Content Outline topic: 1.5.A

Reference: *Talent Development Body of Knowledge*, 1.5.1.5 and 1.5.1.7

Question 4

Answer: A

Test Content Outline topic: 2.1.B

Reference: *ISD From The Ground Up*. p.12

Question 5

Answer: A

Test Content Outline topic: 3.6.A

Reference: *ASTD Handbook*, Chapter 47, page 764

Question 6

Answer: D

Test Content Outline topic: 2.3.A

Reference: *The Art and Science of Training*, pg 23

Question 7

Answer: A

Test Content Outline topic: 2.7.A

Reference: *ATD Foundations of Talent Development*, pages 230-231

Question 8

Answer: D

Test Content Outline topic: 2.8.A

Reference: *Four Levels of Training Evaluation*, pgs 24, 34-35

Question 9

Answer: B

Test Content Outline topic: 3.1.A

Reference: *Talent Development Body of Knowledge*, 3.1.2

Question 10

Answer: B

Test Content Outline topic: 2.2.B

Reference: *Talent Development Body of Knowledge*, 2.2.2.4.3

Question 11

Answer: A

Test Content Outline topic: 3.2.A

Reference: *ATD Foundations of Talent Development*, page 159

Question 12

Answer: B

Test Content Outline topic: 2.6.A

Reference: *ASTD Handbook 2nd edition 2014*, Section VI: Expanded Roles of the T&D Professional, pg 368

Question 13

Answer: C

Test Content Outline topic: 3.5.A

Reference: *ASTD Handbook*, chapter 34, page 557-559

Question 14

Answer: D

Test Content Outline topic: 1.4.A

Reference: *Destination Facilitation*, pg 9 - 11

Question 15

Answer: D

Test Content Outline topic: 2.4.D

Reference: *Talent Development Body of Knowledge*; 3.5.6