

ATD Practice Test Questions and Answers

1. What is the role of feedback in coaching?

- A) To discourage individuals
- B) To help recognize strengths and improve
- C) To increase confusion
- D) To avoid personal development

2. Which skill is crucial for effective coaching?

- A) Strict rule enforcement
- B) Emotional intelligence
- C) Avoiding difficult conversations
- D) Focusing only on results

3. What is the primary goal of instructional design?

- A) To focus solely on content presentation
- B) To create engaging and effective learning experiences
- C) To reduce the need for assessment
- D) To eliminate learner feedback

4. Why is ongoing performance measurement beneficial?

- A) It is unnecessary once training is completed
- B) It ensures continuous improvement and alignment with goals
- C) It reduces the need for instructional updates
- D) It eliminates the need for feedback

Answers: 1-B 2-B 3-B 4-B

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