

# CPTD Practice Test Questions and Answers

## 1. What does CPTD stand for in talent development?

- A) Certified Professional in Training and Development
- B) Corporate Performance Training Director
- C) Certified Professional in Talent Development
- D) Career Planning and Training Designation

## 2. Which learning theory emphasizes the importance of observing and modeling behaviors?

- A) Behaviorism
- B) Social Learning Theory
- C) Constructivism
- D) Cognitivism

## 3. What is the first step in the ADDIE instructional design model?

- A) Design
- B) Development
- C) Analysis
- D) Implementation

## 4. Which evaluation level in Kirkpatrick's model measures behavior change on the job?

- A) Level 1 - Reaction
- B) Level 2 - Learning
- C) Level 3 - Behavior
- D) Level 4 - Results

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

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