

Appendix B

CPLP™ Sample Test

The following 10 questions are similar in format and content to the questions in the CPLP™ Knowledge Exam. These questions will help you prepare by becoming familiar with the way the questions are asked and the exam difficulty. These test items also appear on the CPLP™ practice exam which can be purchased from the ASTD Online Store or contact certification@astd.org.

- 1. What type of sampling is used when every member of the population has an equal chance of selection? (Measuring and Evaluating)**
 - (A) simple random sample
 - (B) convenience sample
 - (C) stratified random sample
 - (D) judgment sample

- 2. The workplace learning and performance professional works with two sales groups on a project to measure knowledge acquisition on new product enhancements. The first group is tested and receives formal training. The second group is tested and does not receive training. After two weeks both groups are retested. What is the second group considered? (Measuring and Evaluating)**
 - (A) experimental group
 - (B) pre-measured group
 - (C) control group
 - (D) sample group

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3. **The management at a restaurant notices a steady decline in the servers' performance level. The management hires a consultant to investigate this issue and find a possible solution. The consultant concludes that the servers lack a clear understanding of the desired performance requirements. To improve performance, the consultant would most likely suggest setting up: (Improving Human Performance)**
 - (A) a feedback system
 - (B) performance standards
 - (C) a performance system
 - (D) performance training
 4. **Which of the following is used to determine the specific functions of a position? (Career Planning and Talent Management)**
 - (A) needs assessment
 - (B) skills hierarchies
 - (C) gap analysis
 - (D) job analysis
 5. **Which of the following are relevant output units identified for performance at the organizational, process, and/or individual levels? (Improving Human Performance)**
 - (A) capacity motivation units
 - (B) process intervention metrics
 - (C) performance measures
 - (D) goal performance events
 6. **A Reaction (Level 1) evaluation is used to: (Delivering Training)**
 - (A) identify the needs and prior knowledge of students
 - (B) make a judgment about the level of achievement of a student
 - (C) determine the satisfaction level with a learning experience
 - (D) assist with gap analysis
 7. **Which of the following is a component of a task assessment? (Career Planning and Talent Management)**
 - (A) conditions under which the tasks are performed
 - (B) review of the effectiveness of the job incumbents
 - (C) a list of all of the competencies of the job
 - (D) an inventory of employee attitudes

- 8. The principle of over-learning is best defined by which of the following? (Designing Learning)**
- (A) practice beyond the point where performance is consistently demonstrated
 - (B) learning of discrete task parts that make up the complete task in spaced practice
 - (C) a combination of massed and spaced practice
 - (D) a series of mental or cognitive rehearsals using a massed approach to learning
- 9. Which of the following is a good method for presenting information to learners who have an auditory learning preference? (Delivering Training)**
- (A) glossaries
 - (B) field trips
 - (C) pictures
 - (D) discussions
- 10. Appreciative inquiry is an approach to analysis that is helpful to a workplace learning and performance professional interested in identifying which of the following? (Facilitating Organizational Change)**
- (A) reasons for resistance to change
 - (B) the positive elements to carry forward
 - (C) ways of building and maintaining trust
 - (D) problems and difficulties to resolve

Answer Key

- 1. A
- 2. C
- 3. B
- 4. D
- 5. C
- 6. C
- 7. A
- 8. A
- 9. D
- 10. B