

# Certified Performance Technologist

## FAST FACTS

### ISPI's Mission

#### Join members in 48 countries who:

Use evidence-based performance improvement research and practices to effect sustainable, measurable results and add value to stakeholders in the private, public, and social sectors.

### Why Become a CPT?

- Gain recognition for your expertise
- Learn from the process and map your continuing development
- Document your ability to achieve real-world results
- Show your commitment to excellence
- Gain confidence in sharing the value you bring to your employer and/or clients
- Obtain new clients
- Secure a new job
- Join a team of over 1,300 CPTs from 23 countries gaining global recognition



**International Society for  
Performance Improvement**

WHERE KNOWLEDGE  
BECOMES KNOW-HOW

### What are employers saying about the CPT?

- The standards provide us with a benchmark to know how good our people are, and what they need to be even more effective
- The standards let us deploy our teams on major initiatives globally with confidence
- Having our people gain the CPT distinguishes us from our competitors
- Supporting ISPI and the CPT helps us attract and retain capable talent
- CPTs have proven they can handle unusually complex problems

### What are practitioners saying about the CPT?

- The CPT credential shows I can use and apply the Standards and bring solid value to the table for my business partners
- The CPT standards have served as valuable guiding posts for my professional work. When I brainstorm, have doubts about my strategies, or need to make decisions, I go back to the Standards, and they always help me to make the right decisions.
- Personally and professionally the CPT designation provides me with an additional set of tools and knowledge that has strengthened my confidence.
- CPT has helped me demonstrate the value I bring not only to individuals and organizations I work with, but to the sectors they operate in and society as a whole.

# What are the 10 Standards of Performance Technology?

1. Focus on results or outcomes
2. Take a systemic view
3. Add value
4. Work in partnership with clients and stakeholders
5. Determine need or opportunity
6. Determine cause
7. Design solutions including implementation and evaluation
8. Ensure solutions' conformity and feasibility
9. Implement solutions
10. Evaluate results and impact

# What is different about the CPT?

- It is the only proficiency- and competency-based credential in our profession
- The standards on which it is established incorporate the voice of employers
- It is based on demonstrated repeatable performance
- It is the first certification and Code of Ethics for the performance improvement profession
- Applications are accepted in Dutch, English, French, German, Portuguese, and Spanish

## What is required to become a CPT?

- A minimum of three years of experience in improving performance
- Your commitment to the Code of Ethics
- A description of three to seven projects demonstrating your ability to satisfy the standards at least three times
- Attestations by employers or clients that the work descriptions accurately reflect the results achieved, how the work was done, and that you did the work
- Peer review of your application by trained reviewers who use a standardized checklist to confirm you met the standards
- Your commitment to recertify every three years by completing a minimum amount of professional development that may be augmented by volunteer service

## What does it cost?

- ISPI Members \$995 — Membership is \$195  
Recertification is \$175 every three years
- Non-member \$1,195  
Recertification is \$350 every three years

**In-house CPT programs** are available face-to-face and online to assist individuals/organizations with determining their readiness to apply for the designation.

### To learn more, contact ISPI



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