Group Discussion

What is a Group Discussion?

"Group" is a collection of individuals who have regular contact and frequent interaction and who work together to achieve a common set of goals. "Discussion" is the process whereby two or more people exchange information or ideas in a face-to-face situation to achieve a goal. The goal, or end product, maybe increased knowledge, agreement leading to action, disagreement leading to competition or resolution or perhaps only a clearing of the air or a continuation of the status-quo.

Who holds a Group Discussion?

"Group Discussion", popularly labeled as GD, is a popular methodology used by many organizations (company, institute, business school, etc.) these days to gauge whether the candidate has certain personality traits such as interpersonal communication skills, confidence in public speaking, team spirit, leadership abilities, social behaviour and problem-solving skills.

How is a GD Conducted?

In this methodology, there are usually 7-12 participants in a group. The group of candidates is given a topic or a situation which could be either factual, abstract or case based, and typically given some time to think and make notes about the same. After this, the group of candidates are, and then asked to discuss it the topic among themselves for a specific duration ranging between 10-40 minutes (which may vary from one organization to another). While the group discusses the pertaining issue at hand, the Moderators/ Panelists silently observe each candidate on various pre-determined parameters. The Panelists assign scores to every candidate based on his/her individual performance as well as how he performed within the group.

As in a football game, where you play like a team, passing the ball to each team member and aim for a common goal, GD is also based on teamwork, incorporating views of different team members to reach a common goal. So, a group discussion refers to a communicative situation that allows its participants to share their views and opinions with other participants. It is a systematic

exchange of information, views and opinions about a topic, problem, issue or situation among the members of a group who share some common objectives.

Why GD is important?

- It helps evaluate whether a candidate is the right fit for the organisation.
- It helps assess how a participant performs under different situations in a group.
- It helps in analysing the candidate's attitude towards fellow members through one's communication and interpersonal skills, listening ability, humility and tolerance to others ideas.
- It helps in shedding light on candidate's leadership and managerial skills, problem-solving aptitude, creative thinking and knowledge on diverse topics.

Tips of GD

- Make your entry only after one has completed.
- **Enter with a supportive statement-** Generally, when we enter a group discussion, we do so by interjecting the other person and contradicting his viewpoint. A street-smart way to enter the discussion could be by supporting the point of another person. By using statements such as "I agree with what my friend says…" or "I would like to add…"or "I think a point we could add here…" or "I am partially agree ………."
- Make your entry very politely/ don't shout.
- Your content should be of good quality. Don't make silly points.