



**Dear Students,**

This month's topic is '**Group Discussion**'.



### **What is Group Discussion?**

Group Discussion is an exchange of views by participants on a given subject. The idea is to bring together a set of people on a common platform to share their thoughts, thereby giving an opportunity to exhibit not only their knowledge but also to understand and enhance their learning by absorbing the thoughts of other people.

### **How?**

- In a typical group discussion, there are 8-10 participants seated in a semi-circle or a U shaped arrangement.

- Occasionally there might be a round table for a group discussion. The panelists sit in front of the group or in the case of a roundtable; they may observe the group from a distance.
- 15- 20 min. is usually given for a group discussion.



### **Why?**

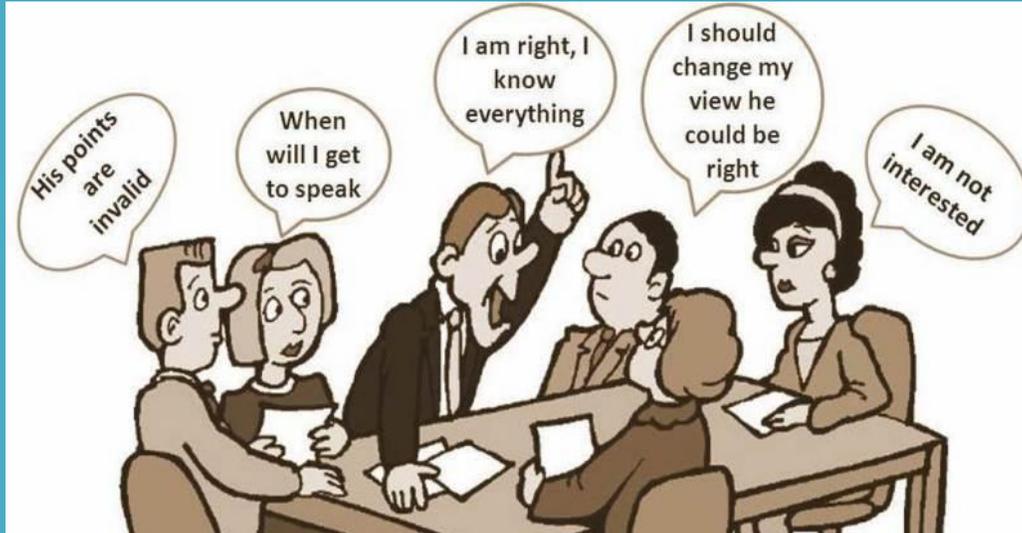
- In the job arena, various companies utilize this selection tool in different ways, to gauge whether the candidate has certain personality traits and/or skills that it desires in its members.
- The group discussion allows the selectors to judge the individual's performance and behaviour in a group.
- Some companies like to conduct Group Discussion after the written test and before the interview; others may conduct it even before the written test.

### **During an Interview it helps the interviewer to:**

Understand a candidate's interpersonal skills and attitude

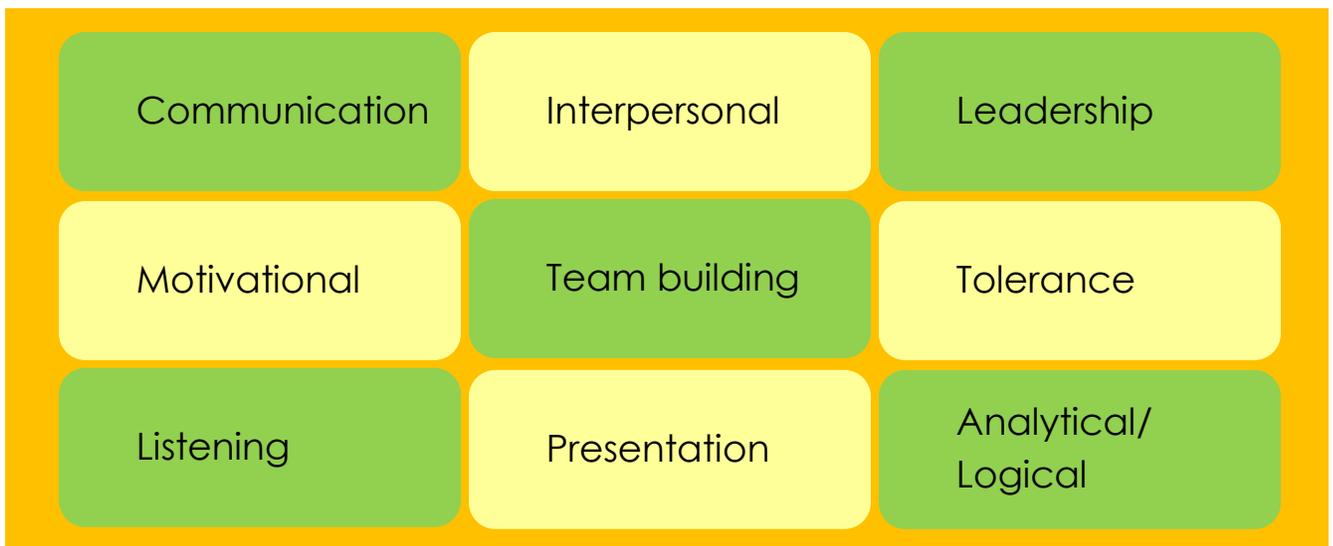
- Identify if a candidate has the ability to work in a team
- Select a promising candidate in a perspective methodology

## Common roles students exhibit during Group Discussion



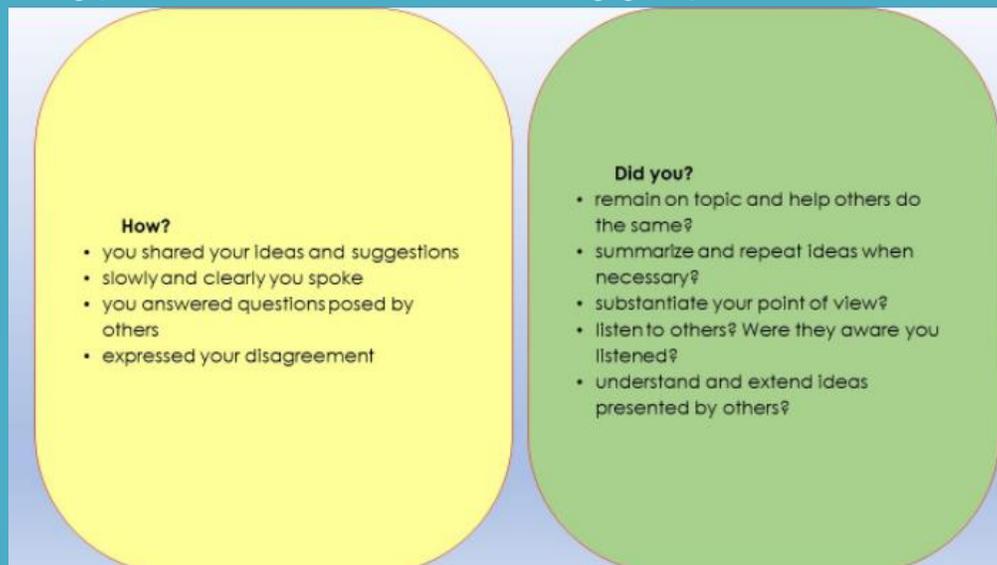
- Initiators
  - Initiates the group discussion and will have complete knowledge about the topic.
  - Participates actively throughout the discussion
  - Scores well
- Data Giver
  - Provides all the statistics and data relevant to the discussion
  - Scores medium
- Criticizer
  - Responds either by criticizing or contradicting to others
  - Scores well
- Listener/ Questioner/ Spectator/ Supporter
  - Does not have any contribution to the discussion
  - Scores low
- Leader (Coordinator)
  - This is the role that the participants should try and play. Keep in mind that if a participant wishes to be recognized as the group leader, then he must try to initiate the discussion and provide a structure to the discussion for Group Discussion.
  - The Leader must give adequate examples to support his views and could try and manage the 'flow' of the discussion.
  - In the end, the 'leader' may try and summarize the discussion and review all the ideas discussed.
  - Scores high.

## Skills assessed during Group Discussion



## How are group discussion skills assessed?

The following points form the basis for assessing group discussion skills:

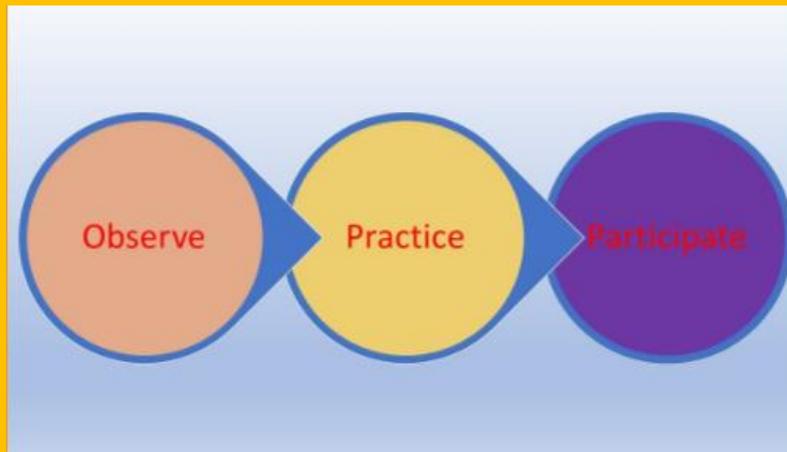


## Advantages of Group Discussions

- Helps you to understand a subject more deeply
- Improves your ability to think critically
- Helps in solving a particular problem
- Helps the group to make a particular decision
- Gives you the chance to hear other students' ideas

- Improves your listening skills
- Increases your confidence in speaking

## **Strategies for Improving Group Discussion Skills**



## **Resources**

1. Collection of 9 TED Talks for [smart conversations](#)
2. [Skills to ace Group Discussion](#)
3. [How to effectively lead a Group Discussion](#)

### **Connect with Us:**

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