

Understanding Group Discussion



Topics For GD



TRENDING GROUP DISCUSSION TOPICS 2020

CURRENT AFFAIRS

Knowledge of the current affairs could save you from being blank in the discussion. Develop a list of your business processes

ENTERTAINMENT AND SPORTS:

Millennials who are applying for the job, somewhere or the other show interest in entertainment and sports.

SOCIAL TOPICS:

The social topics cover the issues or the problems prevailing in the society. Being a resident of the country, you should know the problems and have an opinion on sensitive topics.

TECHNOLOGY AND SCIENCE:

Since the world is progressing with technology, it is mandatory for each of them to know something or the other about technology.

ABSTRACT TOPICS:

Abstract topics could bring out the creativity of a person. This could help the recruiter could help the recruiter to understand the creativity level of the candidate.

Before that...brush up



- ☞ What is GD?
- ☞ Why GD?
- ☞ Impact during GD.

What is GD?



- ❧ A GD is a methodology used by an organization to gauge whether the candidate has certain personality traits and/or skills that it desires in its members
- ❧ It is a screening technique to hire the best talent.
- ❧ Every individual's ability to work as team member gets judged on the basis of their point of views related to the assigned group discussion topic, helping hiring managers to spot only those who perform under pressure.

What are you being evaluated on?

- How good are you at communication with others.
- How you behave and interact with group.
- How open minded are you.
- Your listening skills.
- How you put forward your views.
- Your leadership and decision making skills.
- Your analysis skill and subject knowledge.
- Problem solving and critical thinking skill.
- Your attitude and confidence.

Traits for evaluation



- Team spirit
- Leadership
- Flexibility: ability to discuss
- Assertiveness
- Initiative
- Creativity/Out of the box thinking
- Inspiring ability
- Listening
- Awareness

About leadership in a GD session

- A leader is a person who facilitates the third type of situation in a GD. A leader shows the group direction, whenever it moves away from the topic. He or she inspires and motivates team members to express their views and also coordinates the effort of different participants.
 1. Participants were not able to establish a proper rapport and do not speak much.
 2. Participants get emotionally attached to the topic and become aggressive.
 3. Participants discuss the topic calmly, touching upon all nuances, and try to reach a conclusion.

About flexibility in a GD session

'Should India go to war with Pakistan?', some participants may get emotionally attached to the topic, become aggressive and take a stand.

But, by taking a stand, a person has reached a conclusion, even without discussing the topic at hand or listening to the views of his or her team members.

About creativity and out of box thinking

- ☞ Men can cook better than women
- ☞ No of vehicles passing through the Gurgaon toll plaza
- ☞ Why is the Earth round?

Some important aspects

- ❧ add something new and relevant to the discussion
- ❧ Initiating an action requires utmost clarity with respect to the topic at hand as well as sufficient content
- ❧ it is advised that you add value to the point by giving an illustration or example
- ❧ In case of a disagreement, you are required to construct effective arguments to support your contradiction.
- ❧ Are you a leader, a fountain head or a piggy rider?
- ❧ Are you a positive or a negative participant?
- ❧ Check on your fluency: ability to speak in a continuous and uninterrupted manner. You may be speaking at a slower rate, but may still come across as a fluent speaker

Some important aspects

- ☞ Check on modulation
- ☞ Energy levels
- ☞ Posture
- ☞ Eye contact
- ☞ Gesticulation

Some important aspects

☞ Persuasion

It is important to persuade other participants, more so in controversial topics. A persuasive speaker is more probable to lead the discussion.

Three pronged approach to persuasion:

- ☞ Ethos : This refers to persuading on the basis of trust and credibility, as demonstrated in previous participation. **Candidates who add value to the discussion in its formative stages are more probable to be heard and respected.**
- ☞ Pathos : This is about managing the emotions of other group members. This may be done in multiple ways, like **knowing when to counter/support the viewpoints of other participants, knowing the right entry /exit points in a discussion etc.**
- ☞ Logos : This refers to the logical proposition in your speech. Candidates with stronger logical quotient are better received than others.

Identify yourself



Ethos

Persuade with trust
And reliability

Being the one who
adds value to the
conversation,
you are trusted more
and listened to.



Pathos

Persuade with trust
And reliability

taking care of the
emotions of other
members of the group.

Make counter-arguments
to sensitive viewpoints
at the correct time and
in a decent way.



Logos

Logical in whatever you
speak.

Logical arguments are
always
received in a better
way

Some important aspects

- ☞ Striking a balance between individual excellence and group performance is one of the biggest challenges for effective group dynamics.

GD Mock: importance?

- To understand a subject or topic area more deeply.
- To explore ideas and exchange information.
- To expand and clarify your knowledge.
- To improve your ability to think critically.
- To improve your language skills.
- To increase your confidence in speaking.
- A discussion can change your attitudes and ideas.
- A discussion can help a group make a particular decision or come to a conclusion.
- A discussion gives you the chance to hear the thoughts and ideas of other students.

Key points

1. 5 mins prep
2. No internet



1. Take the 10 minutes to get facts and figures;
 1. Assess what are you being evaluated on based on the topic—let's practice.
2. Deploy real life scenarios—your personal experience: adopt a practical approach;
3. Don't be in a rush to lead;
4. Endeavour to reflect maturity and depth of thought—step back;
5. It's not the rule of the jungle – raise your hand;
6. Don't try to appear as being oversmart—be wary of the image you project;
7. Reflect leadership without overdoing it;
8. Build on each other;
9. Endorse or negate viewpoints with rationality—exude respect.

Key points



9. Recall: every thing in life has a structure
 1. You start: introduce
 2. You discuss: discuss
 3. You conclude: conclusion;
 10. It's a knock-out round—you may be the best candidate for the job, don't get left behind—it's a crime!
- THE RECRUITER CAN WASH OUT THE ENTIRE GROUP.
9. No personal attacks!
 10. Take a stand!
 11. Conclude clarifying the stand of the group
 12. Moderate the flow of the session—keep an eye on the time
 13. Ask for clarifications, especially in terms of time allocation

Key points....contd.



- Body language
 - Gesticulation
 - Articulation of thought
- Are key

One size does not fit all

Don't let grammar and vocabulary pull you back

Luck matters, but...



Fortune Favours the Brave!

Next step....

A ATTITUDE
C CHANGES
T THINGS

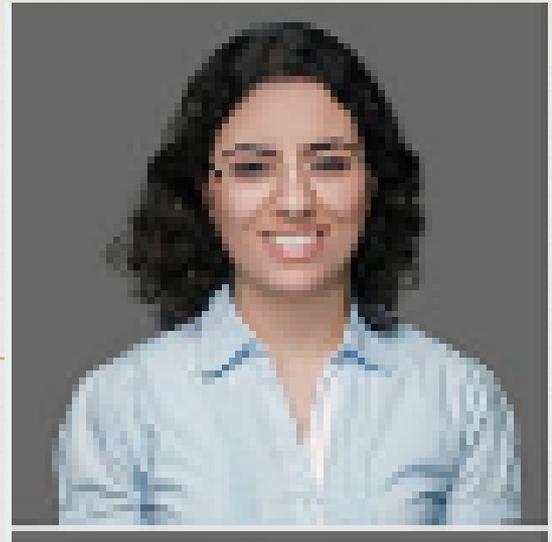




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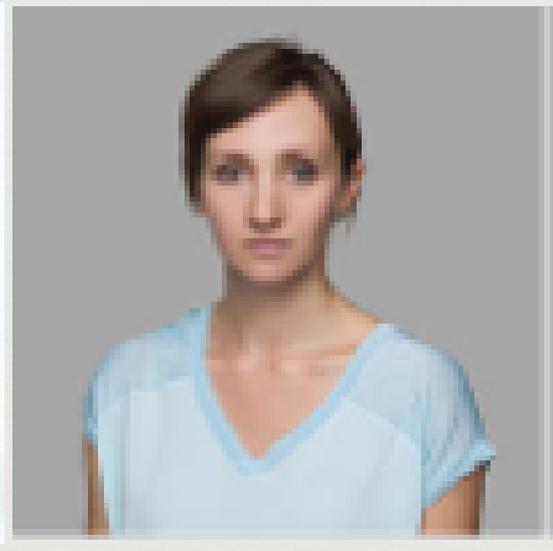
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Rubric

Communication	Content	Team Inclusion	Confidence
language, tone, pitch, body language, create impact in the group	Hold on the subject, logical arrangement, ability to bring new perspectives, sharing and asking for relevant info	Listening, allowing others to contribute, facilitating an inclusive discussion, valuing others' contribution	Body language, eye contact, Confidence in putting across his/her views, handling self when being challenged

Illustration



- <https://www.youtube.com/watch?v=rrLOkkIGGD0>
- <https://www.youtube.com/watch?v=z6qIHaBlfvC>
- <https://www.youtube.com/watch?v=-fvwTQH3Qyc>

Mock session



Mock session



- ❧ Should stray animals be killed?
- ❧ Experimenting on Animals – Is it fair?
- ❧ Should Rapists be tortured?
- ❧ Are corporate jobs a new form of slavery?
- ❧ Is cricket an overrated sport in India?
- ❧ Should Military training be made compulsory for all in India?
- ❧ Can women be in combat roles?
- ❧ Are women better managers than men?
- ❧ Bullet for Bullet: Is it a Right policy?
- ❧ Experimenting on Animals – Is it fair?
- ❧ Should Rapists be tortured?

Types of GD topics and trait being assessed

- ☞ Controversial
- ☞ Abstract
- ☞ Business
- ☞ General
- ☞ Case

Let's GD....