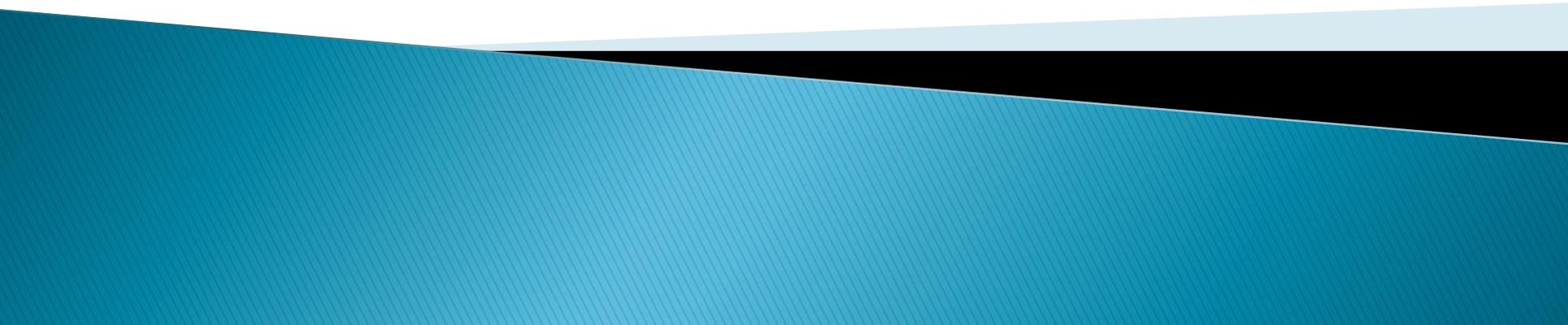


GROUP DISCUSSION

Dr. Jaydeep Rishi



What is Group Discussion?

- ▶ Group Discussion is a **group activity**.
 - ▶ It is an **informal discussion** in which participants of the same educational standard discuss a topic of current interest.
 - ▶ It is also known as **leaderless discussion**.
 - ▶ **No one**, including the examiner or supervisor, **will participate or intervene** in the deliberations of the group.
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Schematic sketch of a GD



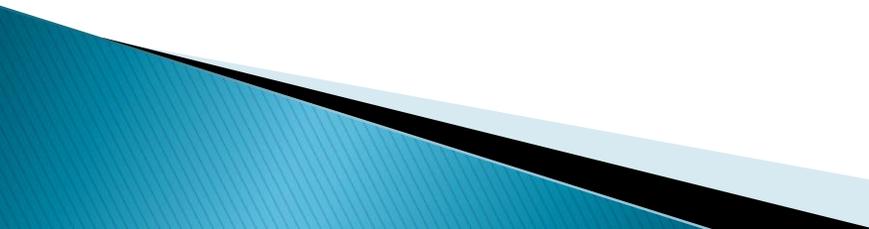
Why is Group Discussion necessary?

- ▶ GD is extensively used along with personal interviews for **final selection** of candidates.
 - ▶ It helps in choosing the **socially suitable** candidate among the **academically superior** achievers.
 - ▶ It is one of the best tools to study the **behavioural** and **attitudinal responses** of the participants.
 - ▶ Tests a candidate's **group worthiness** and **potential as a worker**.
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Making a point



What is tested in a GD?

- ▶ **Leadership** quality.
 - ▶ Power of **expression**.
 - ▶ Relevant **knowledge** on contemporary issues.
 - ▶ Ability to **compete** with the peer group.
 - ▶ Ability to **manage others** and find cooperation in a free for all situation.
 - ▶ **Alertness, adaptability** and ability to **maneuver**.
 - ▶ **Imagination** and **tactfulness**.
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Can you make your presence felt?



How can you participate in a Group Discussion effectively?

- ▶ **Initiating** the discussion.
- ▶ Furnishing **more information** providing evidence, opinions and related experiences.
- ▶ Providing **opinion** instead of information.
- ▶ **Elaborating and clarifying** other's viewpoints.
- ▶ **Seeking clarification** of other's opinions.
- ▶ **Seeking other's views**, especially of those who are hesitant to speak.
- ▶ **Integrating and summing up** of ideas.
- ▶ Role of **group maintenance**:
 - Encouraging fellow speakers
 - Creation of relaxed atmosphere with reduction of formality and use of humor.
 - Pacifying others if situation gets too heated up.
 - Controlling the communication by allowing every speaker to get opportunity.
 - Politely dissuading those who tend to monopolize the discussion.

Can you provide the right idea?



Or the right leadership?



Are you cooperative?



What is best avoided in a GD?

- ▶ **Totally negative attitude** – one should not always complain and show dissatisfaction.
- ▶ **Constantly objecting** others.
- ▶ **Insulting and criticizing** others.
- ▶ **Aggressive attitude.**
- ▶ **Repetition** of information.
- ▶ **Irrelevant** experiences and personal stories.
- ▶ Calling attention to ones successes and achievements – **boastful attitude.**
- ▶ **Monopolizing the discussion** and not letting others to speak.

Never try to be too domminative



Qualities needed for being successful in a Group Discussion

- ▶ **Positive personality** and **leadership** traits.
- ▶ Ability to **speak eloquently** and fluently.
- ▶ **Sound analysis** of the topic.
- ▶ Understanding the **pros and cons** and ability to **synthesize** the issue.
- ▶ **Rapport building** and **conflict resolution** abilities.
- ▶ Exchanging **pleasantries** and attitude of **cooperation**.
- ▶ Being **attentive** to other's points of view and analyzing them logically.
- ▶ **Preventing** the **discussion from going astray** and **encouraging non-participants** to enter the discussion.
- ▶ **Tactful handling** with a view to bring about **consensus**.

Your Reward: Key to success



Thank You!

