Group Discussion\_ GD is always susceptible to be converted into a debate. This is so, because when participates put up their ideas and opinions in GD, their opinions are likely to contradict one another, and if they lack inter-personal and social skills, they will convert GD into a debate.

From this fact we can identify the most essential skill participants need to show in GD to make it effective--Interpersonal Skills. Generally, GD, as a part of placement procedure, is conducted to examine the personalities of the candidates for some necessary traits that a good employee compulsorily needs to possess. Those traits are

1. Emotional intelligence
2. Social skills
3. Management skills
4. Team work and co-operation
5. Effective time management
6. Persuasion
7. Critical thinking, on the spot thinking, problem solving and decision making.
8. Confidence.
9. Communication skills
10. Active listening

In GD candidates should be highly sensitive to the fact that he/she is an individual in a team and is supposed to help the team to reach a solid decision/conclusion to the topic under discussion. The participants should realize that no one is their opponent in GD. Every candidate participating in GD is their team member, and, ethically, they have to help each member of the team to reach a commonly agreed and desired goal.

In regard to Group Discussion, candidates should understand that GD is a simulation of a reality that they will experience at their workplace. For instance, meeting with colleagues and boss. Generally, meetings at workplace are held for discussing an important issue and measures to tackle that issue. To fulfill this purpose of a meeting it is a necessity that the team members are co-operative, and that their approach in discussion is that of problem solving.

Why are GDs important to find the best solution to a problem?

GDs have always been proven the best means to find the best solution to a problem because in GD opinions and points expressed by a group member are cross-examined by other members. Thus, if the opinion or point is faulty, it can be easily detected. Cross-examination is extremely helpful in overcoming loopholes of the opinions and points expressed by the team members. It also helps reach the most error free and authentic resolution to a problem. That’s why, the complicated problems are solved through GD.

A few things that candidates should be conscious of

Candidates should not be angry while contradicting an opinion in group discussion. They should oppose an opinion indirectly and politely. They should not make any participant feel down. It is equally important to justify the opposition. If one participant is opposing the point of other candidate, he/she should also offer an alternative idea/opinion that is free of error of the point opposed by him/her.

Candidates are strongly advised to listen the conversation in GD attentively. They should understand and analyze other’s points and opinions continuously. With this they also carry on formulating their one perspective on the conversation. An Individual’s response in GD should be a synthesis of his own perspective on the topic and the direction the conversation has taken before his turn. The idea is, a participant’s part in GD must relate to whole. The response must be contextual. In order to do so, one has to carry on on-spot thinking and constantly reformulate, edit and modify one’s opinions on the topic in the light of what other candidates have spoken on the topic.

The third thing candidates should be careful of is the economy of time. Economy of time in the context of group discussion entails that every participant must utilize the time allotted to him judiciously. We have many candidates in a GD, and, ideally, each candidate must get sufficient time to make his/her point thoroughly. In their turn candidates must ensure that they make their points thoroughly.