

Employability Skills (303193353)

Topic: Advanced Group Discussion

Learning Objectives

By the end of this lecture, students will be able to:

- Demonstrate the ability to contribute meaningfully in a Group Discussion (GD).
- Apply strategies to initiate, maintain, and conclude discussions effectively.
- Utilize SPELT and Keyword approaches to structure ideas clearly while speaking.
- Exhibit confidence, active listening, and teamwork during peer interactions.
- Analyze discussion topics rapidly and present logical, evidence-based arguments.

Topics to be Covered

1. Introduction to Group Discussion
2. Importance of GD in Recruitment
3. Types of GD Topics
4. Key Skills for Effective GD
5. Do's and Don'ts in GD
6. SPELT Approach (Social, Political, Economic, Legal, Technological)
7. Keyword Approach
8. Role of Leadership and Teamwork
9. Structuring Your Thoughts
10. GD Practice Tips
11. Sample GD Flow
12. Conclusion
13. Learning Outcomes

Introduction to GD

- A **Group Discussion (GD)** is a selection process in which candidates **discuss a given topic in a group setting**.
- It evaluates **communication skills, knowledge, leadership, teamwork, and analytical thinking**.
- GDS are commonly used in **campus placements, competitive exams, and corporate recruitment**.

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- Unlike personal interviews, GDs assess **interaction with peers and ability to present ideas under observation.**

Example: “Have you ever participated in a group discussion? How did you contribute?”

Importance of GD in Recruitment

- Tests **interpersonal communication and clarity of thought.**
- Evaluates **problem-solving and analytical thinking skills.**
- Shows **confidence, attitude, and ability to work under peer pressure.**
- Helps recruiters assess **potential leaders and team players.**
- Provides insight into **general awareness, knowledge, and preparation.**

Types of GD Topics

1. **Current Affairs:** National or global issues, e.g., “Impact of AI on employment.”
2. **Abstract Topics:** Conceptual, e.g., “Innovation is the key to success.”
3. **Case Studies / Situation-Based:** Real-life scenarios, e.g., “A company faces declining sales—what would you suggest?”
4. **Technical / Domain-Specific:** Engineering, science, or tech topics, e.g., “Future of electric vehicles in India.”

Key Skills for Effective GD

- **Communication Skills:** Speak clearly, concisely, and professionally.
- **Analytical Thinking:** Present logical arguments and relevant facts.
- **Teamwork:** Respect others’ opinions and avoid conflicts.
- **Leadership:** Initiate discussion, summarize key points, moderate debates.
- **Time Management:** Speak within your turn and avoid monopolizing the discussion.

Tip: Practice **active listening** to respond intelligently and stay relevant.

Do's in GD

- Listen attentively to all participants.
- Speak clearly and confidently.
- Support arguments with **facts, statistics, or examples.**
- Maintain **positive body language** and professional demeanor.
- Politely take initiative to **start or guide discussion.**

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Don'ts in GD

- Avoid **interrupting or dominating** the conversation.
- Do not use **informal language or slang**.
- Avoid **vague, repetitive, or irrelevant answers**.
- Don't engage in **aggressive behavior**.
- Avoid **digression from the topic** or showing disinterest.

SPELT Approach (Social, Political, Economic, Legal, Technological)

SPELT helps analyze topics from multiple perspectives for effective GD participation:

- **S – Social:** Evaluate the impact on society, lifestyle, culture, and employment.
- **P – Political:** Examine government policies, regulations, and political implications.
- **E – Economic:** Assess financial, business, and economic outcomes.
- **L – Legal:** Consider laws, compliance, ethics, and regulations.
- **T – Technological:** Analyze innovations, tools, and technological feasibility.

Tip: Mapping points across these dimensions ensures a **well-rounded, structured contribution** during discussions.

SPELT Example

Topic: “Artificial Intelligence in Healthcare”

- **Social:** Improves patient care, reduces human error, enhances accessibility.
- **Political:** Government policies and regulations for AI implementation in hospitals.
- **Economic:** Reduces costs, creates investment opportunities in AI startups.
- **Legal:** Compliance with patient data privacy laws and ethical guidelines.
- **Technological:** AI diagnostic tools, predictive analytics, and machine learning algorithms.

Tip: Speak on 2–3 points under each perspective, **use examples/facts**, and maintain clarity during your turn.

Keyword Approach

- Identify **keywords from the topic** to guide discussion.
- Helps organize thoughts **quickly** under time pressure.
- Ensures discussion remains **focused and relevant**.
- Reduces the chance of **digression or filler content**.

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Example: Topic: “Artificial Intelligence in Healthcare” → Keywords: AI, diagnosis, efficiency, patient care, technology.

Benefits of Keyword Approach

- Speeds up **idea generation**.
- Keeps discussion **structured and logical**.
- Helps remember **examples and supporting facts**.
- Builds **confidence in expressing thoughts effectively**.

Role of Leadership in GD

- Take initiative to **start or steer discussion politely**.
- Encourage quieter members to **share their opinions**.
- Summarize **key discussion points**.
- Balance **speaking and listening** for group harmony.

Example: Leading a discussion on “Electric vehicles: Challenges and Opportunities.”

Role of Teamwork in GD

- Respect and acknowledge **different perspectives**.
- Avoid unnecessary **conflicts or arguments**.
- Collaborate to create **cohesive discussion flow**.
- Display **negotiation and interpersonal skills**.

Activity: Practice **agreeing/disagreeing politely** in pairs or small groups.

Structuring Your Thoughts

- **Introduction:** Brief opening statement or context.
- **Main Discussion:** 2–3 points with supporting examples.
- **Conclusion:** Summarize key takeaways or give a balanced opinion.
- Use **SPELT or Keywords** to maintain clarity.

Tip: Practice **mental mapping or note-taking** during prep time.

GD Practice Tips

- Read newspapers, magazines, and technical journals to stay **aware of current topics**.
- Practice with **friends or peer groups** regularly.
- Record yourself to **analyze tone, clarity, and body language**.

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- Focus on **confidence, gestures, and professional tone.**

Sample GD Flow

Topic: “Electric Vehicles – Boon or Bane?”

1. **Introduction:** EVs as alternative to fossil fuels.
2. **Points:** Benefits (environment, cost-saving), Challenges (battery, infrastructure).
3. **Examples:** Government policies, Tesla, India’s EV initiatives.
4. **Conclusion:** Balanced view highlighting future potential.

Conclusion

- GDs assess **knowledge, confidence, communication, and teamwork.**
- **SPELT and Keyword approaches** ensure structured and impactful discussion.
- Preparation, **practice, and participation** are keys to success.
- Effective GD skills are essential for **placements, interviews, and career growth.**

Learning Outcomes

By the end of this lecture, students will be able to:

- **Demonstrate** active participation in a GD with clarity and relevance.
- **Apply** SPELT framework for structured discussion.
- **Utilize** Keyword approach for quick idea organization.
- **Exhibit** confidence, teamwork, and professional behavior.
- **Analyze** topics and **present** evidence-based arguments logically.