​​Group Discussion (GD) Overview

GD is Participation in a systematic way on a particular topic, not a wrestling match to score points

## #Difference between Group Discussion and Debate

* Debate – Either Winning or Losing.
* Discussion – Expression of your point of view and respecting another's point of view.
* A debate is a perfect situation for expressing intense emotions.
* A GD, however, calls for a lot more maturity and logic.

**GROUP DISCUSSION**

* Group Discussion (GD) is extensively used along with personal interviews for the final selection of candidates for admission to professional courses and in Job interviews.
* It helps in selecting the best among the candidates. All candidates are placed on an equal footing in a GD
* It is also designed as a situation test wherein a candidate's group worthiness and potential as an employee comes out explicitly.
* It is also designed as a situation test to see a candidate's ability to express himself/herself amidst peer presence and sometimes peer pressure.

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## Features of GD

GD is

* An exchange of ideas among individuals of a group on a specific topic.
* Used as a reliable, testing device - as one of the tools to assess all the candidates from a group at one go -in order to select the most positive, competitive, and spirited amongst the lot
* An informal discussion in which participants of the same educational standard/experience discuss a topic of current interest.
* Known as leaderless discussion. It means its aim is to find out the natural leadership qualities of the candidates.
* Conducted in a competitive mode.
* Helps you come across as a person with sound, logical reasoning and the ability to respect and accept another's viewpoint.

NATURE

* The dynamics of the group will stimulate each participant to reveal his/her inherent natural leadership qualities in a spontaneous manner.
* As all the participants are rivals, there is bound to be competition and a clash of interests among them.
* In this free for all act- you have to manage yourself and others and get the cooperation of the group by continuously relating to situations as they keep developing and changing.
* Each one in the group would be keen to top in the discussion, resulting in a good deal of rivalry and maneuvering for situations of advantage.
* GD is a verbal-oriented performance and you have to talk your way out. With one's gift of the gab or power of expression. GD requires the verbal display of the knowledge of the candidate.
* Only if one remains alert by adapting himself/herself to the changing situations as they emerge, and only those who utilize the opportunities with enterprise, imagination, and tact can come out successfully.
* Under GD circumstances, the conduct and behavior of each candidate will bring to the surface his or her natural leadership,

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## WHAT ALL ARE TESTED/OBSERVED?

Leadership-Convincing capacity-Knowledge-Time Management-Logical reasoning

Self Confidence-Diplomacy-Knowledge-Assertiveness-Communication Skills-

Team Spirit-Presence of mind-Attitude-Rationality-Empathy-Respect for others

The above are tested in a GD.

INITIATION/START

* There is always an advantage if the initiation is perfect as an opening-However it doesn’t mean that one has to start first-whenever one starts-1st or 2nd or 5th or in any order-if one can initiate his views in the below manner-the impact will be positive.

Initiation Techniques

* Initiating a GD is a high profit-high loss strategy.
* Initiate one only if you have in-depth knowledge about the topic at hand.
* Do not stammer/ stutter/ quote wrong facts and figures.

How to make a good first impression when you start?

**Quotes**

Quotes are an effective way of initiating a GD.

Example-For a GD topic like, Customer is King, you could quote Sam (Wal-mart) Walton's famous saying, 'There is only one boss: the customer. And he can fire everybody in the company -- from the chairman on down, simply by spending his money somewhere else.'

**Definition-**

Start a GD by defining the topic or an important term in the topic.

Example-If the Topic of GD is-“Why soft skills are important?”-Why not start with-

“As we know Soft skills is a sociological term relating to a person's "EQ", the cluster of personality traits, social graces, communication, language, personal habits, friendliness, and optimism that characterize relationships with other people.

**The power of Question in GD-**

Asking a question is an impactful way of starting a GD.

It does not signify asking a question to any of the candidates in a GD so as to hamper the flow. It implies asking a question and answering it yourself.

For a topic like, “Should India go to war with Pakistan”, you could start by asking, 'What does war bring to the people of a nation? We have had four clashes with Pakistan. The pertinent question is: what have we achieved?'

**Facts, figures, and statistics-**

If you decide to initiate your GD with facts, figures and statistics, make sure to quote them accurately.

The approximation is allowed in macro-level figures, but micro-level figures need to be correct and accurate.

For example, you can say, approximately 70 percent of the Indian population stays in rural areas (macro figures, approximation allowed).

But you cannot say 30 states of India instead of 28 (micro figures, no approximations).

Stating wrong facts works to your disadvantage

General Statement-

Use a general statement to put the GD in proper perspective.

For example, if the topic is, Should a younger person be the prime minister of India?, you could start by saying, ('Before jumping to conclusions like, 'Yes, should be, or 'No, should not be), let's first find out the qualities one needs to be a good prime minister of India. Then we can compare these qualities the current younger generation possesses. This will help us reach the conclusion in a more objective and effective manner.'

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## #SUMMARISATION (Closing)

Most GDs do not really have conclusions.

Keep the following points in mind while summarising a discussion:

* Avoid raising new points.
* Avoid stating only your viewpoint.
* Avoid dwelling only on one aspect of the GD.
* Keep it brief and concise.
* It must incorporate all the important points that came out during the GD.
* If the examiner asks you to summarise a GD, it means the GD has come to an end. Do not add anything once the GD has been summarised.

IMPORTANT POINTS

* Build your knowledge base.
* Analyze issues from various angles.
* Maintain a positive attitude.
* Stay motivated and excited about the upcoming challenge.
* Stay focused and competitive.
* See things from the other person's viewpoint and respect it even if you strongly disagree.

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## DO’s of GD

* Make original points & support them with substantial reasoning.
* Listen to the other participants actively &carefully.
* Whatever you say must be with a logical flow, &validate it with an example as far as possible.
* Make only accurate statements.
* Modulate the volume, pitch, and tone.
* Be considerate of the feelings of others.
* Try to get your turn.
* Be an active and dynamic participant by listening.
* Talk with confidence and self-assurance.

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## DON’Ts of GD

* Being shy /nervous/avoiding/skipping your turn  
  Interrupting another participant before his arguments are over
* Change opinions
* Don’t make fun of any participant even if his arguments are funny.
* Don’t engage yourself in sub-group conversation.
* Don’t repeat the points
* Don’t talk pessimistic
* Don’t point your fingers or thump the table
* Don’t deviate from the topic
* Don’t raise your voice in unnecessary\*\*

## WHO GETS SELECTED?

* The person who expresses his ideas well.
* The person with sound arguments, and demonstrates keenness and interest.
* The person who has sufficient knowledge of the subject and is able to convince
* The person who applies a logical and systematic approach.
* A person who has a positive attitude and is also assertive
* Most importantly the person who has the tendency to cooperate and who

coordinates the group

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## What is tested/observed during the Group Discussion?

* Leadership
* Convincing capacity
* Knowledge
* Time Management
* Logical reasoning
* Self Confidence
* Diplomacy
* Knowledge
* Assertiveness
* Communication Skills
* Team Spirit
* Presence of mind
* Attitude
* Rationality
* Empathy
* Respect for others

GD will be only 10 minutes with feedback of 10 minutes.

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## Sample Topics

* Skills are greater than degrees/certificates
* How good is our academic system?
* Advantages & disadvantages of cashless economy
* How can youth contribute better to our country’s growth?
* How can you overcome bullying?
* Indian villages - our strength or our weakness?
* How can we make politicians accountable?
* Why is First Impression Important?
* Who influences today’s teenagers –Teachers, Parents, or friends?
* Future of cryptocurrencies
* Advertisements on TV are all glitter and no truth - what are your views about this
* Movie experience in theatres Vs OTT platforms
* Impact of social networking sites - on people’s mental health
* Online vs Offline learning (Education system) - are you in support of it or against
* Is the youth of India confident or confused
* Mental vs physical fitness - what do you feel is more important?
* Extracurricular activities should be made compulsory in school
* Should the practice of Yoga be made compulsory in school?
* Whatsapp, Facebook, Instagram & Snapchat are killing creativity. How do you feel about this? Or is social media affecting eating habits
* Joint family Vs Nuclear family setup, what is your choice? Or what do you appreciate?
* Global warming - Causes/effects & solutions
* Organic foods - expensive?
* Should the National anthem be played in theatres
* Social Media addiction by Young kids and adults
* Would you read a book or watch a Movie based on the Book (Eg. Harry Potter/Chetan Bhagat book and movies based on them - 3idiots, 2 states, half girlfriend…)
* Is having Confidence more important, or having Knowledge?
* Are we too dependent on our mobile phones? Life without phones
* Teamwork Vs Individual work
* Social media impact on human behavior & society
* Should uniforms be mandatory in schools
* Generation Gap - thoughts/how to deal with it
* Are celebrities treated unfairly by the media
* Effects of video games on well-being
* Is Consumer really a king in India?
* Is MNCs superior to Indian Companies?
* Is our patriotism confined to being anti-Pakistan?
* Is health care excessively commercialized?
* Will privatization lead to less corruption?
* Are co-operatives relevant in today's globalized environment?
* Should students get more involved in politics?