

Advanced Group Discussion

Semester 6

Employability Skills (303193353)

Learning Objectives

- Demonstrate the ability to contribute meaningfully in a Group Discussion.
- 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
- 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

- A Group Discussion (GD) is a selection process where candidates discuss a topic in a group setting.
- Evaluates communication skills, knowledge, leadership, teamwork, and analytical thinking.
- Unlike personal interviews, GDs assess interaction with peers and the ability to present ideas under observation.
- Commonly used in campus placements, competitive exams, and recruitment drives.

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 knowledge, preparation, and general awareness.

Types of GD Topics

- **Current Affairs:** National/global issues, e.g., “Impact of AI on employment.”
- **Abstract Topics:** Conceptual topics, e.g., “Innovation is the key to success.”
- **Case Studies / Situation-Based:** Practical scenarios, e.g., “A company faces declining sales—what would you suggest?”
- **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, avoid conflicts.
- **Leadership:** Initiate discussion, summarize key points, moderate debates.
- **Time Management:** Speak within your turn, avoid monopolizing the discussion.

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**.

Don'ts in GD

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

Group Discussion Techniques

- **SPELT Approach**
- **Keyword Approach**

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, people, lifestyle, culture, and employment.
- **P – Political:** Examine government policies, regulations, and political implications.
- **E – Economic:** Assess financial, business, and economic outcomes such as costs, profits, or investments.
- **L – Legal:** Consider laws, compliance requirements, 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 **relevant and focused**.
- Reduces the chance of **digression or filler content**.

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

Role of Leadership in GD

- Take initiative to **start or steer a 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: Assign students to practice **agreeing/disagreeing politely** in pairs.

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 for **awareness of current topics**.
- Practice with **friends or peer groups**.
- Record yourself to **analyze tone, clarity, and body language**.
- Focus on **confidence, gestures, and professional tone**.

Sample GD Flow

Topic: “Electric Vehicles – Boon or Bane?”

- **Introduction:** EVs as an alternative to fossil fuels.
- **Points:** Benefits (environment, cost-saving), Challenges (battery, infrastructure).
- **Examples:** Government policies, Tesla, India’s EV initiatives.
- **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 session, students will be able to:

- Understand the **purpose, types, and process** of GDs.
- Apply **SPELT framework** for structured participation.
- Use **Keyword approach** for idea organization and focus.
- Demonstrate **confidence, clarity, and teamwork** in GDs.
- Reflect on performance and **improve discussion skills**.

Thank You