

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