

What is Group Discussion updated on Jan 2025

What is Group Discussion?

Group Discussion! Is a methodology or in a simple language you may call it an interview process or a group activity. It is used as one of the best tools to select the prospective candidates in a comparative perspective. GD may be used by an interviewer at an organization, colleges or even at different types of management competitions.

A GD is a methodology used by an organization to gauge whether the candidate has certain personality traits and/or skills that it desires in its members. In this methodology, the group of candidates is given a topic or a situation, given a few minutes to think about the same, and then asked to discuss the topic among themselves for 15-20 minutes. Freshersworld.com brings you an elaborate section for GD as you had ever seen anywhere else. It is a very useful tool to screen the candidate's potential as well as their skills.

GD evaluation is done by the subject experts based on the discussions. A report will be prepared on analyzing the facts at the end of the discussion.

Some of the personality traits the GD is trying to gauge may include:

- * Communication skills
- * Interpersonal Skills
- * Leadership Skills
- * Motivational Skills
- * Team Building Skills
- * Analytical /Logical Skills
- * Reasoning ability
- * Different Thinking
- * Initiative
- * Assertiveness
- * Flexibility
- * Creativity
- * Ability to think on ones feet
- * Why GDs are implemented commonly:

The reason why institutes put you through a Group discussion and an interview, after testing your technical and conceptual skills in an exam, is to get to know you as a person and gauge how well you will fit in their institute. GD evaluates how you can function as a part of a team. As a manager or as a member of an organization you will always be working in teams. Therefore how you interact in a team becomes an important criterion for your selection. Managers have to work in a team and get best results out of teamwork. That is the reason why management institutes include GD as a component of the selection procedure.

Company's Perspective:

Companies conduct group discussion after the written test to know more about your:

- * Interactive Skills (how good you are at communication with other people)
- * Behavior (how open-minded are you in accepting views contrary to your own)

- * Participation (how good an active speaker you are & your attention to the discussion)
- * Contribution (how much importance do you give to the group objective as well as your own)

Aspects which make up a Group Discussion are:

- * Verbal Communication
- * Non-verbal behaviour
- * Confirmation to norms
- * Decision making ability
- * Cooperation

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