

Group Discussion and Presentation

What is it

- You will be grouped with others into small groups and given a time frame to look at a problem statement together. The case study may or may not be related to the employer or the industry.
- You will typically be given tools (writing materials, charts, laptop) to put together a group presentation that summarises your group's recommendations to solve the problem.
- There will be roving assessors observing every candidate in your team, or the session could be recorded and assessed later.
- The presentations will usually conclude with a Q&A from employer representatives. In some cases, the groups may be required to ask each other questions.

What is being tested

- How well do you work in a team?
- Can you communicate clearly with your group mates?
- What are your natural behaviours in group settings? Do you lead? Do you dominate? Do you contribute ideas freely or do you need to be invited to speak?
- When discussions are not going anywhere, can you create a framework or matrix or set of criteria to help the group make a decision?

How to prepare for it

Group exercises are essentially a simulation of real work scenarios, where employers will measure your ability to work in a team; to lead, contribute, delegate, and to solve problems. They are also looking to assess your ability to lead your group to a good decision for the company. To do that, it helps to familiarize yourself with a few frameworks that can aid in decision making?

During the discussion stage, display initiative by volunteering to kick-start the process. Project confidence by taking the discussion forward without being too domineering. Be inclusive of opinions that are different from yours and do not appear defensive if your opinion is challenged. Be encouraging of every member in your team and if you notice any member getting ignored or sidelined, make it a point to engage them by asking for their opinion.

Also remember that assessors can only evaluate based on what you say, so you have a great idea, verbalize it. In the process, your ability to listen to other people's ideas, be positive and seek consensus between dissenting opinions will be valued.

If someone has already taken a 'leading role' in facilitating the group discussion, do not try to take over his or her position. Instead, play the role of 'best supporting actor' by finding other ways to contribute. You can share idea, propose a useful decision-making framework, or help the facilitator bring the quieter ones into the discussion.

Who uses it

You will likely encounter this assessment method if you are applying for the following roles:

- Banking & financial institutions
- Consulting Firms
- Technology or Info-Communications companies
- Fast moving consumer goods (FMCGs) industries
- Generally companies that consist of cross-functional project teams, multinational and has a diverse set of employees