

Group Discussion Exercises

Suitable for

- Management trainee – Senior Managers

Use for

- Selection (AC)
- Development (DC)

Test format

- Live discussion
- 50-100 minutes



Group



Overview

In these Group Discussions, 4-6 Participants are given the same brief, which usually consists of a number of work-related issues requiring prompt action. Preparation time is given when the issues are more complex.

The nature of the group task is essentially co-operative, and the focus is on the way the Participants interact in a team environment. These exercises are very commonly used in Assessment and Development Centres.



Criteria

These types of exercise typically elicit behaviours related to the following Competencies:

- Teamwork
- Interpersonal Sensitivity
- Persuasive Oral Communication
- Problem Analysis
- Flexibility
- Organisational Sensitivity



Timings

The time required for these exercises varies, but the following is a useful guide:


Administrator instructions	5 mins
Participant preparation	0 – 30 mins
Group work	40-60 mins
Participant report forms	5 mins



Professional Skills

These exercises are evaluated by assessors, who must be competent in behavioural assessment. Check our Assessor Skills course for details.

Please contact us for more information.

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Exercise Contexts

These off-the-shelf exercises cover a range of industry sectors:

- Construction
- Financial Services
- Health
- Hotel Catering
- IT/Telecom
- Manufacturing
- Pharmaceutical
- Retail
- Professional Services



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