



TALENT & CAREERS

# GROUP DYNAMICS

2024 - 2025

# GROUP DYNAMICS

A group dynamic is a test used to evaluate how applicants behave in a social situation. There is usually a case or situation to be discussed among the group.

Among others, Human Resources professionals are looking for these type of abilities: leadership, sociability, extraversion, verbal communication, teamwork, initiative, creativity, autonomy, capacity of synthesis and analysis, flexibility, etc...

## Types of Group Dynamics:

- o Decide within the group to solve a problem. Example: Bunker, desert island, NASA...
  - Example: It is 2020, there has been a nuclear disaster and in a nuclear shelter, there is only space for five people. Each member of the group is given a character (lawyer, teacher, drug addict, a kid...). Each group dynamic participant has to make a case why they should be admitted onto shelter. The group has to decide which five will stay, and which won't.
- o Role-play: Company proposes a case and participants have to choose one side or the other.
  - Example: Building a mall on a protected natural area, two sides: the environmentalist or the property developer.
- o Debate: Discuss within the group recent news, a court order...

## Tips:

- At the beginning, it is encouraged to be the icebreaker. "Maybe we could start by..."
- Present yourself Name, bachelor, university...
- Try to remember everyone's name, call other participants by their name to refer to them. (Maybe write them down).
- Read carefully all the material provided, and if you have any doubts, make questions when the opportunity is given. Once the group dynamic starts, HR people are only observers, they will not answer any questions.
- Try to participate and be constructive, talk and try to keep the conversation going within the group. However, do not monopolize the conversation.
- One person will hold the floor at a time, that is to say, respect when others are speaking.
- You have to demonstrate to be a good team member/player, if there is someone who does not speak, try to encourage him/her to do so.
- Be an active listener. Gather the opinions of others and integrate them into yours. (Either to agree and complete or to refute).
- Reason your opinions.
- You have to act as a mediator in case of dispute and be goal-oriented.
- Be aware of the time, as you will have a time limit. ("the time is running out, we should get to a conclusion soon, what do you think if...").
- Be yourself! The most important is to demonstrate your skills.

## General tips:

- Dress-code: Business attire
- Watch your non-verbal language (facial expressions, posture, etc.) as well as the language you use.
- If the company requires a second language, at some point you can be asked to continue the dynamic in that language.

# SKILLS

Below please find a list of most usual skills that are evaluated, and what can be evaluated under each one.

Each Group Dynamic is different, and skills evaluated can vary depending on the company and the position.

## COMMUNICATION

- The student presents information and ideas in an orderly manner
- The student presents clear messages and volume is correct
- The student uses non-verbal communication (body language) effectively
- The student shows self-confidence when presenting information
- The student listens actively (pays close attention to who the student is communicating with by engaging with them, asking questions and rephrasing) and responds accordingly
- The speech is well structured and effectively conveys information

## ADAPTABILITY & FLEXIBILITY

- The student shows self-confidence in “out of comfort zone” situations
- The student accepts surprises and new roles, shows calm and confidence
- The student reacts quickly and understands the objective of the exercise
- The student is proactive and is willing to participate

## CREATIVITY

- The student offers alternatives to achieve solutions
- The student shows open-mindedness and offers new approaches to situation
- The student asks questions, makes observations and is action oriented
- The student uses lateral thinking (looks in less obvious areas and lines of reasoning. Puts under different perspectives or reverses the problem to look at it differently) to enrich discussion and meet goal

## LEADERSHIP

- The student is self-aware of his/her impact on others
- The student self-regulates, controls impulses and emotions showing self-confidence
- The student is creative, shows interest in new approaches
- The student shows energy and is committed to the exercise
- The student shows empathy with others when making decisions
- The student manages others' emotions effectively to move them in the desired direction
- The student shows desire to lead team towards reaching objective

## TEAMWORK

- The student shows interest and respect in others' opinions
- The student strives to reach consensus and achieve the team's goal
- The student accepts feedback and enriches discussion incorporating new ideas
- The student places the team's interest before own ideas
- The student listens carefully to others' opinions, shows empathy and collaboration spirit

# SKILLS

## ORGANISATIONAL SKILLS

- The student identifies goals to meet and establishes structure to achieve
- The student is aware of time constraints and organizes meeting
- The student can prioritize tasks to reach objective

## INFLUENCE & IMPACT

- The student effectively motivates people to work together towards own vision
- The student shows similarities to build rapport (develop mutual trust, friendship, and affinity with someone) and desire to work with others
- The student makes others consider different opinions
- The student listens actively and shows others' thoughts to gain consensus

## ANALYTICAL SKILLS

- The student is observant and takes time to understand the group dynamics and situation
- The student asks valid questions to have a better understanding of the situation
- The student collects information, decides what's relevant, draws conclusions and explains ideas effectively (critical thinking)
- The student uses relevant facts and figures to illustrate situations

## RESULTS ORIENTATION

- The student can identify the objective of the exercise and what results are important
- The student shows proactivity and takes the necessary steps to reach objective
- The student plans and organizes meeting to achieve goal in time.

# GENERAL TIPS

- Follow instructions, come to an agreement in group discussions if asked to
- Good attitude from the beginning – It is all about teamwork
- Don't try to identify what is being evaluated / invisible HR people
- Answer - Resolve only what is asked for
- Think always before speaking
- Be clear, concise and summarize – Time management
- Offer to be the timekeeper and let the team know as exercise evolves
- Quality vs. quantity
- Decide on criteria and follow it
- Being dominant is not being a leader
- Help others understand and include silent participants – Culture
- Listen and ask when appropriate
- Support other points of view – compromise to reach consensus
- Challenge participants with own ideas and be open to negotiate
- Be yourself
- Warm intro in group discussion – names, roles...
- Importance of non-verbal/body language
- Importance of managing format, process, and content of exercises
- Make sure you reach the objective
- If presentation/pitch: importance of intro and closure – structure delivery – plan ahead
- Get into the game. Energy, commitment. Show motivation.