

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:

- 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.
- 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.
- 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.