

# Assigned Role Group Discussion Exercises

## Suitable for

- Management trainee – Senior Managers

## Use for

- Selection (AC)
- Development (DC)

## Test format

- Live discussion
- 70-100 minutes



Group



## Overview

In these Group Discussions, Participants are allocated to different roles in an organisation. They are given different information, and competing interests, so need to make decisions for their own departments as well as for the overall good of the company.

These exercises have preparation time, and often become quite dynamic and competitive. Each exercise is designed for 6 Participants, but can be run with 4.



## Criteria

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

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



## Timings

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


Administrator instructions	5 mins
Participant preparation	20 – 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.

 021-62172011

 [info@chinaselect.cn](mailto:info@chinaselect.cn)



## 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



© A&DC © CEB-SHL © China Select

专业测评 - 卓越选择

Professional talent assessment for better choices

[www.chinaselect.cn](http://www.chinaselect.cn)