Leaderless Group Discussion (LGD)

Exercise Explanation: Assessment centers are often a useful method for predicting employee success on the job. One of the most common exercises in an assessment center is the LGD. With a LGD several individuals are given a problem to discuss. As the group is discussing the problem, a team of assessors listens to the conversation and rates the quality of participation by each group member.

Exercise Instructions: Below you will find a LGD problem. Several students have been selected to take part in the discussion while you use the rating form below to evaluate the participation of each group member. Each observer should rate the behavior of two group members.

LGD Discussion Problem: IBM has noticed that their younger employees seem to not be as dedicated to their jobs as are older employees. The young employees tend to miss more work and often refuse to work overtime. Do you think that this observation is valid, and if so, what can be done to change the attitudes and behavior of the younger workers? For the next 5-7 minutes think about this issue and be prepared to discuss your ideas with other members of your group and to reach a consensus about what to do. You will have approximately 20 minutes of group discussion to reach a consensus on what to do and then present it to the board of directors (other classmates).

Rating Forms for LGD: Check all of the behaviors that you observed for the person you were designated to watch.

Name of Group Member ____________________________

Oral Communication
__ Made clear and concise comments (didn’t ramble)
__ Maintained eye contact
__ Voice easy to understand
__ Used proper grammar and vocabulary
__ Fully expressed thoughts
__ Was enthusiastic

Leadership and Direction
__ Got the group started on the task
__ Ensured that the group was making progress
__ Made suggestions
__ Influenced the group in a certain direction

Persuasiveness and Logic
__ Presented sound arguments
__ Pulled together related ideas

Sensitivity
__ Reinforced positive comments made by others
__ Encouraged others to talk

Total number of positive behaviors checked ______

Overall rating in LGD: ______ (use following scale)
1 = Poor  2 = Fair  3 = Good  4 = Excellent

Notes/Rating Justification: (use back of sheet too)

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