

**EMPOWERING PEOPLE.
BUILDING SKILLS.
CREATING OPPORTUNITY.**



11. GROUP INTERVIEWS

WORK TOGETHER. STAND OUT.

Group interviews assess how you work with others, share ideas and solve problems as a team. Employers want to see your communication, teamwork, leadership and respect for others. ❤️

IN THIS GUIDE

- ✓ What is a group interview?
- ✓ What employers are looking for
- ✓ How to contribute and stand out
- ✓ Tips for working with others
- ✓ Key things to remember

1. WHAT IS A GROUP INTERVIEW?

- ✔ A selection process with several candidates.
- ✔ May include group discussions or tasks.
- ✔ Assesses how you interact and contribute.



It's not just what you say,
but how you work
with others.

2. WHAT EMPLOYERS ARE LOOKING FOR

- ✔ Communication skills
- ✔ Teamwork and cooperation
- ✔ Problem-solving ability
- ✔ Respect for others
- ✔ Leadership potential
- ✔ Confidence and positivity



They want well-rounded team players, not just individual performers.

3. HOW TO CONTRIBUTE AND STAND OUT

- ✔ Listen carefully to others.
- ✔ Share your ideas clearly and confidently.
- ✔ Build on others' ideas.
- ✔ Stay on topic.
- ✔ Be positive and solution-focused.



Quality over quantity –
make your contributions
count.

4. TIPS FOR WORKING WITH OTHERS

- ✔ Be respectful and open-minded.
- ✔ Encourage quieter members to contribute.
- ✔ Manage disagreements positively.
- ✔ Support the group in reaching a decision.



Great teamwork leaves
a lasting impression.

5. KEY THINGS TO REMEMBER

- ✔ Everyone is being observed.
- ✔ Involve yourself but don't dominate.
- ✔ Stay calm and be yourself.
- ✔ Thank the group and interviewers at the end.



Team success is everyone's success.

COMMON GROUP INTERVIEW ACTIVITIES

ACTIVITY	WHAT YOU MIGHT DO	WHAT EMPLOYERS ARE LOOKING FOR	TIPS FOR SUCCESS
 Group Discussion	Discuss a topic or answer questions as a group.	Communication, listening, respect, collaboration.	Share your ideas and listen to others. Keep contributions relevant and concise.
 Problem Solving	Work together to solve a problem or case study.	Problem-solving, creativity, teamwork, decision-making.	Suggest ideas, consider others' input and help the group reach a solution.
 Role Play	Act out a scenario or workplace situation.	Communication, empathy, adaptability, teamwork.	Stay in role, respond naturally and listen to others.
 Presentation	Prepare and deliver a short presentation as a group.	Organisation, communication, confidence, teamwork.	Plan together, assign roles and present clearly and confidently.
 Debate / Challenge	Debate a statement or consider different viewpoints.	Critical thinking, respect, persuasion, flexibility.	Present your point respectfully and remain open to others' views.

DO'S

- ✓ Arrive on time and be prepared.
- ✓ Listen actively and show respect.
- ✓ Contribute ideas and add value.
- ✓ Encourage others and build on their points.
- ✓ Stay positive and professional.
- ✓ Thank the group and interviewers at the end.



DON'TS

- ✗ Don't dominate the conversation.
- ✗ Don't ignore or interrupt others.
- ✗ Don't be negative or dismiss ideas.
- ✗ Don't check your phone or get distracted.
- ✗ Don't be over-competitive.
- ✗ Don't forget to let others contribute.



REMEMBER

Work together, respect others and be your best self.

Employers want people who add value to the team. ❤️



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