

# Deloitte.



## Group Exercises

Workbook

MAKING AN  
IMPACT THAT  
MATTERS  
*since 1845*

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# What to Expect

Deloitte Group Exercises are reflective of real work scenarios. They give hiring managers an insight into your behavioural style when working with a team. They can also be fun too!

You will need to focus on:

- Building good relationships with others
- Solving problems in your own way
- Adapting to change and thinking quickly

A group exercise will include the following elements:

- An introduction. You'll be placed in a group and given a business scenario or challenge. You'll have time to read the instructions and ask questions. You might also be given some supporting information to help structure your thinking
- A task. You'll be given a goal to achieve as a group. These reflect a typical work situation you might find yourself in, though they vary depending on the business area you want to go into. An example task could be something like, "Review ideas for a new company initiative and recommend which you think would be most effective."
- Each member of the team might be given some additional unique information. You would then need to review this and share the knowledge with the group
- Interruptions! You might be given a new fact or additional challenge during the activity
- A discussion. You'll discuss your recommendations and review your experience of the activity with a hiring manager.

# How to Prepare

Review the following tips when preparing for a group exercise.

If you are attending a digital event

- Find a quiet environment to join from
- Check your technology is working as expected
- Remove your face from the grid if you find it distracting

Making a good first impression

- Think of the other participants as colleagues, not competition
- Focus on contributing ideas which are good, rather than speaking as often as possible
- Wear smart-ish clothing and use non-verbal communication to encourage others

# How to Prepare

Review the following tips when preparing for a group exercise.

## Effective communication

- If you're able to, use facial expressions and your voice to help communicate what you're saying
- Use the names of your colleagues to encourage everyone to contribute
- Don't be afraid of disagreement. Whilst sharing your thoughts, be respectful of others.
- Be clear in your communication and ideas. Clarify where needed (or ask others for clarification)

# Focusing on skills

Consider the skills listed below. Which of these skills do you need to focus on improving, in order to perform well during a group exercise? Select a skill and answer the questions below.

Teamwork	Leadership	Communication	Creativity
Problem solving	Entrepreneurial	Analytical	Presentation

The skill I need to focus on improving is...

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Three things I can do to improve this skills are...

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Why have you chosen this particular skill?

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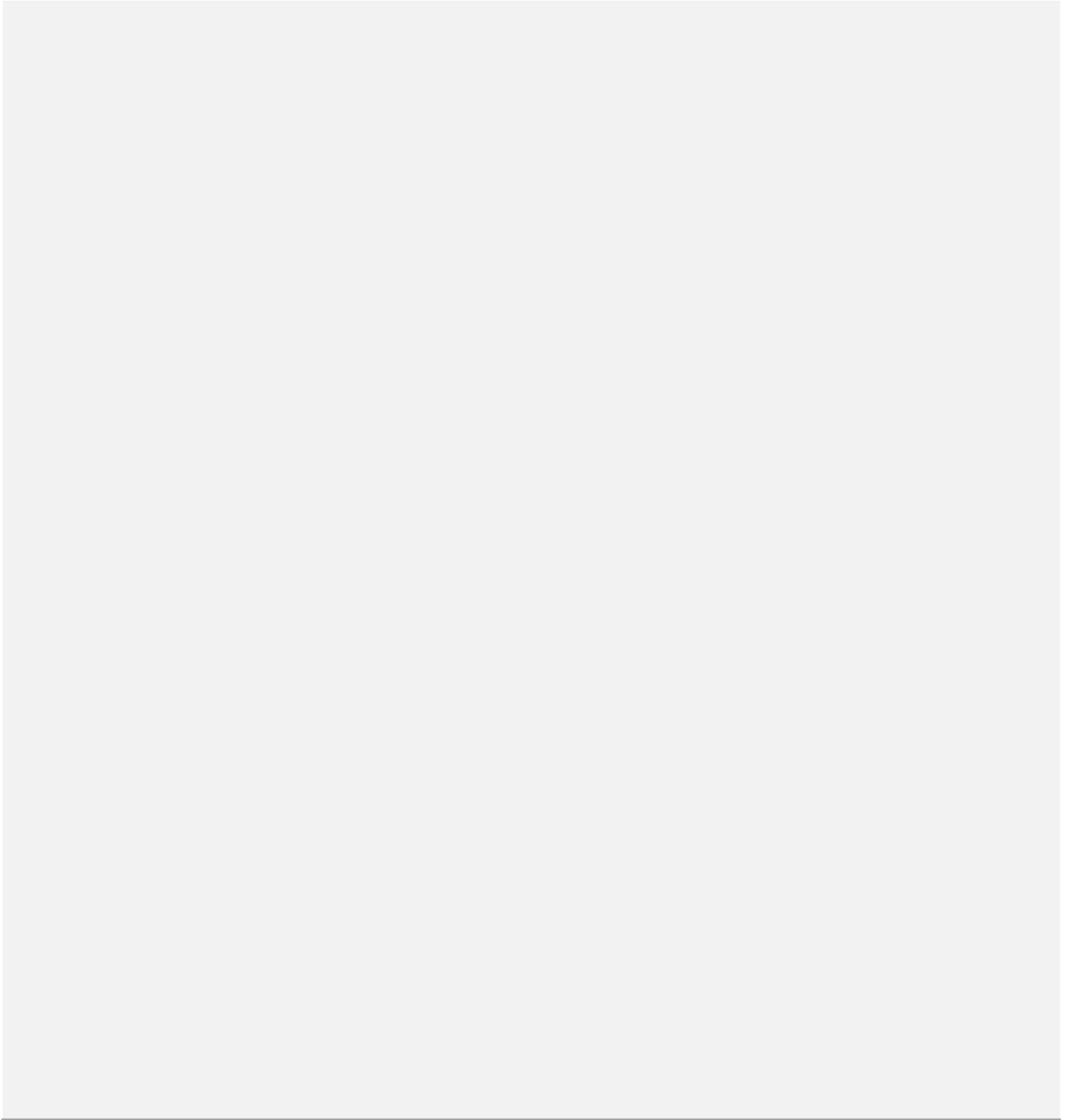
Why do you think this skill will be helpful in a group exercise?

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# Worries and Solutions

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What worries you about group exercises?



# Advice to a friend

Imagine that a friend has approached you and explained that they are worried about a group exercise. Read the different worries below and suggest a solution. What advice would you give to other people?

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I'm worried about not being listened to

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I'm worried about completing the task before time runs out

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I'm worried about doing a good job under pressure

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I'm worried because I have no idea what to expect

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# Managing Group Dynamics – Part 1

Reflect upon how you could respond to the following scenarios.

Scenario	How could this have been prevented?	How would you respond?
You are running out of time and haven't completed the challenge.		
Nobody in the group has any ideas, and there is no clear leader.		
People are laughing and joking. They are not taking the task seriously.		

# Managing Group Dynamics – Part 1

Scenario	How could this have been prevented?	How would you respond?
A member of the group is feeling stressed or anxious, and this is affecting their ability to show their best work.		
You are feeling stressed or anxious, but your colleagues haven't noticed this.		

# Managing Group Dynamics – Part 2

After the session, think about these more challenging situations. How would you identify these challenges and respond in a positive way?

Behaviour	A colleague is being very dominant
How did you / might you be able to spot this?	
How could you respond to this in a positive way?	

# Managing Group Dynamics – Part 2

Behaviour	A colleague is distracted by other things (e.g., their phone)
How did you / might you be able to spot this?	
How could you respond to this in a positive way?	

# Managing Group Dynamics – Part 2

<p>Behaviour</p>	<p>A colleague is struggling with technical difficulties</p>
<p>How did you / might you be able to spot this?</p>	
<p>How could you respond to this in a positive way?</p>	

# Managing Group Dynamics - Part 2

<p>Behaviour</p>	<p>A colleague is being very negative.</p>
<p>How did you / might you be able to spot this?</p>	
<p>How could you respond to this in a positive way?</p>	

## Managing Group Dynamics – Part 2

<p>Behaviour</p>	<p>A colleague is asking lots of unnecessary questions</p>
<p>How did you / might you be able to spot this?</p>	
<p>How could you respond to this in a positive way?</p>	

# Responding to a topic

Select one of the following topics and make some notes about a potential solution or recommendation you might make.

- What methods can you put in a place so that a team with very different skills works better together? How can you easily share information in a team where some people prefer written communication; others prefer spoken communication etc
- How can you ensure teams working across multiple time zones and locations keep their work in sync?
- Your organisation is considering acquiring a smaller company. How can you successfully integrate both organisations and streamline ways of working?

My Notes:

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# Design thinking

Use the framework to help you respond to your chosen topic more efficiently.

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The topic I have chosen is...

	My notes
Empathise: who is affected by the problem or topic?	
Define: what is the problem, really?	
Ideate: what might solve the problem?	
Refine: what would you need to know or do in order to refine your solution?	
Test: How would you test or evaluate the success of your recommendation?	

## Decision matrix

If you are ever faced with a choice to make, and feel unsure about the right decision, you can use a decision matrix to guide you. Use the example below to inform and inspire your approach to group exercises.

What is the best chocolate bar?				
	Things I value...			
	Must be crunchy	Must NOT have coconut	Must be 'snappable'	Score
KitKat	Yes	Yes	Yes	3
Mars		Yes		1
Bounty				0
Dairy Milk		Yes	Yes	2
Caramel		Yes	Yes	2

In this example, KitKat is the preferred choice. You can replace the chocolate bars with your own ideas – and the values with any other criteria for success.

# Further links

Main Careers Site:

[https://www2.deloitte.com/uk/en/careers/careers.html?  
icid=top\\_careers](https://www2.deloitte.com/uk/en/careers/careers.html?icid=top_careers)

Grad Programmes:

[https://www2.deloitte.com/uk/en/pages/careers/articles/  
graduate-opportunities.html?icid=top\\_graduate-opportunities](https://www2.deloitte.com/uk/en/pages/careers/articles/graduate-opportunities.html?icid=top_graduate-opportunities)

SVS Programmes:

[https://www2.deloitte.com/uk/en/pages/careers/articles/  
summer-vacation-scheme.html?icid=top\\_summer-vacation-  
scheme](https://www2.deloitte.com/uk/en/pages/careers/articles/summer-vacation-scheme.html?icid=top_summer-vacation-scheme)

Apprentice Programmes:

[https://www2.deloitte.com/uk/en/pages/careers/articles/  
brightstart-business-apprenticeship-scheme.html?  
icid=top\\_brightstart-business-apprenticeship-scheme](https://www2.deloitte.com/uk/en/pages/careers/articles/brightstart-business-apprenticeship-scheme.html?icid=top_brightstart-business-apprenticeship-scheme)

Frequently asked questions:

[https://www2.deloitte.com/uk/en/pages/careers/articles/  
student-graduate-faqs.html](https://www2.deloitte.com/uk/en/pages/careers/articles/student-graduate-faqs.html)

Dot the Bot (ask a question):

<https://meetandengage.com/deloittestudenthelpdesk>