



GTO : SSB DO IT ALL





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Success Mantra of GTO



**The “task” is NOT Important but,
“You” and your role during the process of that task is
Important,
And furthermore,
You” are NOT important.....but, your “Group” is finally
more important!!**

OFFICER LIKE QUALITIES (OLQs)

The selection system at the SSBs comprises of three independent but complimentary techniques, namely Group Testing, Psychological Testing and Interview. The assessors belonging to these three techniques draw the personality profile of the candidate on 15 officer like qualities. Due to the very different nature of the job a detailed thorough and fool proof system is followed for selecting the officers of the Defence Services, as the implications of selecting a wrong person may manifest themselves in compromising the national security or lead to a number of men losing their precious lives for no fault of theirs. The person selected by the Services Selection Boards not only has to be ready to make the supreme sacrifice himself but also has to motivate his subordinates to do the same. Keeping this in mind the person has to be tested under stressful unfamiliar and leaderless situations to ascertain whether he can become a leader and control a situation. This task is done by testing the person for his Officer Like Qualities (OLQs). By carefully testing person for his OLQs it can be predicted with reasonable accuracy as to how would the person react under different situations. In order to ensure that an assessor assesses the candidate correctly it is important that all assessors are thoroughly conversant with the OLQs and their correlation.

OLQs AND THEIR INGREDIENTS

The 15 OLQs have been divided under four factors as explained below: -

- Factor I - Planning and Organizing.
- Factor II - Social Adjustment.
- Factor III - Social Effectiveness.
- Factor IV - Dynamic.

Factor I - Planning and Organizing

This factor is a measure of the individual's cognitive or mental capability and can be associated with the brain, which is the originator of all the cognitive or mental processes. It encompasses the following four qualities: -

- Effective Intelligence (EI).
- Reasoning Ability (RA).
- Organizing Ability (OA).
- Power of Expression (POE).

Effective Intelligence (EI): It is the intelligence utilized in coping with practical situations of varying complexity. It is different from basic intelligence, which is the capacity to perceive relations and to do abstract thinking. Basic intelligence is assessed by the use of Intelligence Tests. EI includes practical intelligence and resourcefulness.

Practical Intelligence: It is the capability to evolve independent solutions of practical problems and situations.

Resourcefulness: It is the capacity to make use of the available means to achieve the desired result. It further contains two factors:

- Improvisation of a solution.
- Finding a solution when in a tight corner.

Effective Intelligence can be said to be a measure of an individual's mental capability. It may be quantified as follows: -

- The measure of an individual's capability to find a practical solution to the given problem without resorting to fantasy or being wishful.
- It can also be called the measure of an individual's resourcefulness when he finds that the resources needed by him to execute the solution are not available.
- It also gives an insight into the practical sense and awareness about the surroundings of an individual.

Reasoning Ability (RA): It is the ability to grasp the essentials well and to arrive at a conclusion by rational thinking. It includes receptivity, inquiring attitude, logical reasoning and seeing essentials of a problem. It encompasses: -

Receptivity: It is defined as the ability to understand and absorb new impressions. It involves interest, attention and grasping power.

Inquiring Attitude: It is the healthy curiosity displayed by an individual resulting in an urge to increase one's general knowledge and experiences in life.

Logical Reasoning: The ability to arrive at a conclusion or judgment based strictly on a process of rational thinking and excluding emotional factors.

Seeing Essentials of a Problem: It is the ability by which the individual is not only clear in his knowledge of the situation at hand, but also is able to analyse various factors, sift them in order of importance and make best use of them towards achieving a solution.

Reasoning ability (RA) defines an individual's quality to comprehend a problem and to arrive at logical solution from it. It may be further amplified as: -

- The ability of an individual to understand the problem thoroughly, analyse its pros and cons and then bring out a solution by application of natural logic.
- It also gives an insight into the thoroughness with which the individual has grasped the problem, as the solution would vary with the understanding of the problem. The individual's reasoning comes to the forefront in the way he accords priority to solving different facets of the problem.

Organising Ability (OA): It is the ability to arrange the resources in a systematic way to as to produce effective results. It can also be defined as the ability to put to the best use the available means for the attainment of the desired objective. Organising ability (OA) can be explained as the ability of an individual to put to use all the resources, which are available to him for solving the problem, in a logical manner so as to ensure that he can produce effective results.

Power of Expression (POE): It is the ability to put across one's ideas adequately with ease and clarity. Power of expression (POE) is a measure of the ease with which an individual can make the other person understand what he wants to convey. It also encompasses the clarity with which the individual can put across his ideas.

Factor II: Social Adjustment

This factor is a measure of the individual's inter personal relations and his attitude towards his duty and responsibility. It can be said to be related to a person's heart, as it is the moderator of all interpersonal relations. It consists of the following qualities: -

- Social Adaptability.
- Cooperation.
- Sense of Responsibility.

Social Adaptability (SA): It is the ability of an individual to adapt himself to the social environment and adjust well with persons and social groups with special reference to superiors, equals and subordinates. Social adaptability includes social intelligence, attitude towards others, tact and adaptability.

Social Intelligence: It is the ability of the individual to deal with other individuals singly or in a group and to be able to get along with superiors, equals and subordinates.

Attitude towards others: It is the ability to put oneself into the other man's position so as to appreciate justifiable difficulties, to enable rendering of help in a proper way.

Tact: It is the skilful management of the feelings of the person dealt with.

Adaptability: It refers to the individual's capacity or ability to adjust to the environment with special reference to the social situations in that environment. When considering services aspect it involves not only a resilient nature shown by an accommodative tendency but also keenness and interest in service life.

Social adaptability (SA) refers to the individual's adaptability in interpersonal relations and it encompasses the following: -

- Whether the individual is at ease while dealing with his superiors, his peers and his subordinates.
- Whether the individual can envisage the other person's difficulties and offers appropriate assistance or does so just for the sake of offering assistance.
- It is also a measure of his skill at dealing with others in all situations, i.e. is he skilful or in experienced.
- It also encompasses the individual's readiness to adapt himself to the changing social atmosphere, i.e. whether he is rigid or mouldable.

Co-operation: It is the attitude of an individual to participate willingly in harmony with others in a group, in achieving the group goal. This implies belief in the collective effort being more productive than the individual effort. Co-operation includes the element of joint effort and team spirit. Team spirit indicates loyalty to the aims and objectives of the group to the extent of subordinating individual's aim to the group aim. Co-operation is a quality, which refers to an individual's selflessness in favour of achieving a group goal. It is indicative of the individual's readiness to offer wholehearted assistance to other members of a group while pursuing a goal or target set by the group as a whole.

Sense of Responsibility: It enables a person to be dependable and to willingly discharge his obligations. It includes sense of duty but is much more comprehensive in meaning and scope. It implies: -

Sense of Duty: Faithfully and firmly doing what one is ordered to do.

Discipline: A trained sense of acting strictly in accordance with rules, regulations and conventions. This factor promotes development of self-control and keeps one within bounds of social and normal standards.

Sense of Responsibility therefore means:

- A thorough understanding of the values of duty, social standard, and of what is required of an individual and then gives it his energy and attention of his own accord.
- Taking initiative and doing one's best, carrying out even unspecified and probably unforeseen duties and obligations, rather than faithfully carrying out only what one is told to do. It demonstrates moral willingness to bear the consequences.

Sense of Responsibility (SOR) is one of the important qualities, which should be there in a potential officer. It encompasses: -

- Doing the required job in the manner expected or stipulated without supervision.
- In case, during the execution of the job, some unforeseen developments take place then the individual's ability to do the task despite the new developments gives out his sense of responsibility.
- It also encompasses courage of conviction i.e. the moral responsibility to bear the consequences if something goes wrong.
- It also pertains to the individual's willingness to act according to the laid down rules and regulations.

Factor III – Social Effectiveness

This factor is a measure of the individual's ability to effectively deal when part of social group and get the desired work done. It also measures the effectiveness of the individual in the group. It consists of the following qualities:

- Initiative (I).
- Self Confidence (SC).
- Speed of Decision (SOD).
- Ability to Influence the Group (AIG).
- Liveliness (L).

Initiative: It is the individual's ability to originate an action and sustain it. It has four aspects: -

- Ability to take the first step.
- Ability to act first usually in a new or subsequently emerging situation.
- Ability to initiate the action in the right direction.
- Ability to maintain the action after initiating it.

Initiative is the quality by virtue of which an individual can originate an action in any situation, it encompasses:

- Originating the action on his own, without being told by anyone to do so.
- Originating the action in the right direction and maintaining it till such time, as the desired result is not achieved.

Self Confidence: It is the faith in one's ability to meet stressful situations particularly those that are unfamiliar. Self-confidence is a measure of the amount of confidence the individual has over himself. It encompasses: -

- The amount of insight into his own capabilities the individual has.
- The degree of dependence, on others, the individual shows when required to do any task.

Speed of Decision (SOD): It is the ability to arrive at a workable decision expeditiously. It comprises: -

- The appropriateness of the decision.
- The quickness in arriving at the decision.

Speed of decision denotes the individual's decision taking capability but it also encompasses the correctness of the decision in the given situation.

Ability to Influence the Group: It is the ability, which enables an individual to bring about willing effort from the group for achieving the objective desired by him. This influence is the prime cause of cooperative and willing effort of a group towards the achievement of a set objective.

AIG refers to that quality of an individual by virtue of which he is able to overcome any opposition and exert a certain amount of influence on a group to get them to do the work desired by him willingly. It entails: -

- The effect put in by the group should not be forced upon the group but should be their willing effort.
- The effort put in by the group should be as a result of the influence of the individual who wants them to achieve that particular objective.

Liveliness: It is capability of an individual to keep himself buoyant when meeting problems and bring about a cheerful atmosphere. Liveliness is a measure of the individual's capacity to be cheerful despite the stressful situation, which he may be in. It also refers to the individual's ability to remain calm and composed in any situation and present a confident picture to his subordinates.

Factor IV - Dynamic

This factor is a measure of the individual's capability to withstand stress and his ability to untiringly apply himself to achieve his goal despite any obstacle en-route. It comprises of the following qualities: -

- Determination.
- Courage.
- Stamina.

Determination: It is the ability of an individual to put in a sustained effort to achieve the objective in spite of obstacles and setbacks. It implies fixedness of purpose, mental concentration and strength of will. It includes:

- Application to Work. The capacity of physical application to work.
- Drive: The inner motive power at the disposal of an individual. It is the capacity to force oneself along when under pressure and urgency towards the achievement of the objective. It may inspire energetic action in others towards the achievement of a common goal.

Determination is a measure of the individual's constant devotion and ability to put in wholehearted effort towards the achievement of the goal in spite of any failures or obstacles that he may encounter en-route.

Courage: It is the ability to appreciate and take purposive risks willingly. It includes: -

- Ability to meet appreciated danger.
- Spirit of adventure, an enterprising spirit, and a willingness or desire to dare or risk a hazard.
- Capacity to keep one composed in an adverse situation enabling one to be steady in facing and handling such situations.

Courage is the capacity of an individual to be able to weigh the amount of risks involved in tackling a situation and then take purposive or absolutely necessary risks in achieving the goal. It also does not include taking risks without analysing the situation.

Stamina: The capacity to withstand protracted physical and mental strain. It emphasizes endurance. Stamina is a measure of the individual's capacity to withstand both physical and mental stress and still work towards the achievement of the goal.

Introduction:

This technique is based on a principle called “Gestalt Principle”. The group testing officer (GTO) assesses the complete group as a form and he assesses the level of each position in the group.

This technique is applied through a battery of tests. Some tasks are group tasks and others are individual. There are a total of nine such tasks out of which six tasks would be conducted on day 3 and three tasks would be conducted on day 4. GTO comprises of Group Discussion (GD), Group Planning Exercise (GPE), Progressive Group Task (PGT), Group Obstacle Race (GPE), Progressive Group Task (PGT), Group Obstacle Race, Lecturette, Half Group Task, Command Task, Individual Obstacles, Final Group Task.

Unlike the psychologist, the GTO is actually interacting with you throughout the tests. Each and every action of yours is observed. It is a test of your body and coordination between your body and mind. Your physical and mental qualities get highlighted in these tests. Project your qualities to the GTO and do not remain a passenger. Come out with work sense, ideas and ensure that others accept them. If they are logical and workable they will be acceptable. While you expect others to accept your ideas you should be willing to accept others ideas as well. You need to remain confident and cheerful throughout the tests and learn to comprehend all instructions and ensure that no rules are violated. Your overall performance in all the GTO tasks brings out your personality. You need to be good in every aspect. Outstanding performance in some and poor in others is not acceptable. You need to introspect and find out shortcomings which you noticed in your performance. You ought to be physically fit to do well here. Focus on your shortcomings and you will surely be able to come up to the required standards.

Do's and Don'ts of GTO Testing:

Do's:

- Have adequate general awareness and read current affairs.
- Perceive the problems posed correctly and assimilate all details.
- Be quick enough to think and write solutions. Avoid grammatical mistakes.
- Solutions should be logical and realistic.
- Be spontaneous and forthright in expressing. Participate actively in the group actions.
- In outdoor tasks, be energetic, participate willingly and contribute to the group activities.
- Understand the requirement of the task, plan and try to evolve / suggest workable ideas.
- Try to project / exhibit leadership qualities in implementing plans.
- Keep the group aim in mind.
- Be confident and develop perseverance in pursuing aim / goal.
- Be physically and mentally tough. Routine daily physical exercise must be taken well before coming for the SSB. Warming up before coming to GTO's ground will certainly help. You can do some exercise in lines.
- Be effective in communication skill. Being conversant in English is always beneficial.
- Be well dressed in white shorts, T-shirt and PT shoes.
- Dress should be loose and comfortable.
- Ensure smart turn out (proper haircut and shaved properly).
- Sleep early at night so as to remain fresh for the next day's testing.
- Listen to opening briefing by GTO attentively and follow the instructions.
- Enjoy the tests, take them as group activity.
- Adhere to laid down timings and instructions passed by SSB students to you from time to time.
- Work hard, be active and put your best foot forward.
- Be positive, optimistic and friendly.
- Be your original self.
- Imbibe discipline in yourself, whether in lines, at work, in the ground or in the city / sightseeing.

- Carryout tests to the best of your physical ability.
- Inform Testing Officer in case you are not feeling well enough to go through the testing.
- Follow all the instructions as given to you before commencement of each task in the GTO's ground.
- Respect others then only shall you get respected.

Don'ts:

- Do not limit yourself to one type of media or TV channel. Explore various types of media and TV channel to acquire knowledge / general awareness.
- Do not try to copy or paste pre-conceived knowledge / ideas, utilize them to generate own ideas.
- Do not sit / stand back and wait for opportunity to come its way - grab the opportunity.
- Do not discard others ideas, evaluate and then follow / modify.
- Do not feel discouraged if unable to perform well in a particular task. What matters is overall performance in all the GTO's tasks.
- In outdoor / physical tasks do not be reckless, take calculated risks. Remain bold and composed.
- Do not give up easily. Be resilient.
- Do not over eat prior to task.
- Do not wear tight clothes / shoes.
- Do not smoke, drink and gamble during your stay with us.
- Do not damage Government property.
- Do not stay out after specified timings while on out pass.
- Do not indulge yourself in stealing / playing cards etc.
- Do not be over smart and do not put up a false front or mask your original personality.
- Do not be aggressive or short tempered.
- Do not be pessimistic or careless / lazy.
- Do not be foolhardy and do not take stupid / foolhardy risks.
- Do not pick up fight with anybody whether in the SSB or in the Selection Centre or in the city.
- Do not keep mobile phone, watch, purse, chain any valuable on your person when in tests.

GTO's Briefing:

The GTO would greet the candidates on meeting them, make them stand in a semicircle and ask them to relax. He would then spend a few minutes in exchanging pleasantries, introduce himself, enquire about their comforts, and their fitness to undertake the tests. This helps in shaking off the after-effects of their previous day's experiences and creates a healthy climate for working. Thereafter, the pre-briefing will be done on the following lines:

- Gentleman, we are going to be together for the next two days and by the time we finish, I am sure, we shall get to know each other much better than we do now.
- I have no doubt that you will enjoy your stay with me because firstly I can assure you that I and my colleagues are basically sympathetic to you. We are not bound by any fixed percentages and nothing will give me a greater pleasure than to see you all in uniform. Secondly, whatever you will be doing would be more in the nature of a series of games rather than tests. Thirdly, lest it should be monotonous, there will be variety in the tasks with a fair mixture of both mental and physical work.
- Now that I have mentioned task, a word about them. As the intention is to help and not catch you, the tasks that you will be doing will be straightforward. These have been so designed that these could be easily tackled by boys like you. What is more each task can be successfully tackled in a variety of ways. Therefore, there is no question of guessing the right solution.
 - You will be doing some tasks this morning and the balance tomorrow morning. Do not worry about what tasks you would be doing. At the appropriate time I shall explain to you fully what is required to be done. Whenever I explain the task to you, I would like you, not to interrupt, but to listen to me attentively. You will find that at the end of my explanation you generally will have no doubts about what is required to be done; but my first advice is that you must all work very hard throughout so that you can show your best. Do not get discouraged or unduly worried, if you do not perform as well as you thought you should have, in a particular task. Likewise, do not get unduly elated with your performance at any task. No single task has particular importance. It is the totality of your performance that counts.
 - Secondly, act in your normal natural manner. Do not try to put up a show, or try to be somebody you are not, or try to do something in the way someone else has advised you rather than applying your own mind. If you try to be somebody you are not, you will not only create additional mental strain on yourself, it may even mar your performance. Furthermore, the tasks are regularly being changed. Therefore, previous familiarity or even pre-conceived ideas may not be of any help to you. In fact, while tackling the tasks, if the ideas or methods are your own, if need be, you can change, or modify these, for you have a full control over these. If these were someone else's ideas, he will not be there to tell you what to do if any problem presents itself to you.
 - I would also advise you to relax when you are not working. It is only your performance on the various tasks that matters and not what you do before, after or in between the various tasks. Do go out in the evenings when you are free, see a picture or seek other diversions, eat well and have a good night's sleep.
 - You have all been given chest numbers. The intention is not to take away your individuality but to make you all feel equal. Therefore, whenever you address each other kindly do so by chest number rather than by name.
 - The language to be used here is English. But if you get stuck, you may speak in Hindi but do revert to English as soon as you can.

- If you see any other member of the board around or coming to our group, do not bother about them. Just concentrate on your work which would be far more interesting.
- If there is any doubt do not hesitate to ask me. Please remember gentlemen that once a task has started, do not ask me any further questions. If at all a new doubt comes in your mind, ask you friends.
- Whenever one goes for a test, it is but natural that he prepares for the same, seeking guidance, advice and tips from whichever sources he can. There is nothing wrong with that and, in fact, it is a healthy tendency. Why not then take a few tips from me. I am sure you will find these tips useful.

Now gentlemen, would you like to ask me any questions?

GROUP DISCUSSION

Introduction:

G.D is the first basic test of the group testing. This is the stage of exploration this discussion is free, open, without any rules where anyone can take part at any time. The purpose of having this discussion is to check who emerges as a leader. In reality this discussion is only exchange of views on the subject. So take active part because that would create good impression. They may or may not be the conclusion.

There are two discussion for the first one GTO given two topics and the group has to select one for the discussion out of the two one is simple and routine where candidate can take part without much preparation and the other is a difficult and controversial one the purpose of giving such topic is to check the level of each candidate as well as of the group. If the material is available go for the difficult one because that would create good impact.

While selecting the topic first read both the topics along with their choices in brief and give reasons of your choice. Try to select the topic as early as possible. If not possible act as a co-coordinator and decided the topic in a democratic manner. Once the topic is selected and sufficient material is available then is speaker no. 1. In case of some confusion about the choices first listen others opinion, analysis them form your own opinion then take part in discussion, avoid changing your stand on the choices.

While initiating first explain the topic and touch all its choices and then give reason for your opinion take active part in the discussion. Which should be effective, so that your presence in the discussion in felt by all? Always give correct factual information. Bring examples and references if possible.

All the time address the group individuals by their chest number, avoid the use of words him or you. Avoid pointing fingers at once, no intervening, speak loudly, boldly but be very respectful. Give chance to other speakers also. Be a good listener. Try to act as a coordinator once or twice. When there is confusion in the group or group has given away from the subject encourage the speaker. Who trying to say something but not getting the opportunity. Never ask the candidate, who is keeping quiet to say something. Remember knowledge is important but logic is more important. Be effective participant.

When first discussion is over each candidate is ranked on the basis of his performance. Try to be within first three. For the second discussion topic is given by the GTO. Which is selected on the basis of the performance shown by the group in the first discussion? So follow all the rules mention above rather try to improve the performance shown in the first discussion.

Qualities that GTO observes in Group Discussion (GD):

Qualities expected to be demonstrated:

- Expression (verbal)
- Reasoning Ability
- Ability to influence
- Self-confidence
- Initiative

Qualities likely to be demonstrated:

- Social Adaptability
- General Awareness
- Co-operation

GTO's Briefing:

Gentlemen, the first task that you are going to do this morning is called the Group Discussion. This is just a friendly and very informal exchange of views amongst ourselves on some topic of common interest, much in the same way as you would do in your hostel, common room or over a cup of tea or coffee in a restaurant. This is not a debate. There is no Chairman and you need not take any sides. You do not even have to come to any conclusion. You can say what you like, when you like and as many times as you like. There are no restrictions except that at any one time not more than one person should speak because if many persons talk simultaneously no one will know what is being said. Please do not worry about your expression. It is your ideas that matter. Therefore, as long as you can convey your views in a way that we all can understand, that is good enough.

To start with, I shall offer two subjects to you and let you choose one for discussion. Once you have chosen the subject, I shall repeat the same so that we are all clear about the topic of discussion. You will then get about 20 minutes to exchange your views about it. Thereafter, I may give you another subject for discussion but this time without a choice. For this topic also you will get about 20 minutes for discussion.

I shall now take you to the place where the chairs have been arranged in a circle. No.1 will sit on anyone of these chairs and the others will sit in numerical sequence clockwise. During the discussion, you do not have to stand up. Once you have settled down comfortably, I shall announce the two subjects for you to choose from. Before we move down, are there any questions?

Points to remember:

- Have a good knowledge of current affairs to excel in GD.
- Initiate if familiar with topic
- It is not necessary to initiate, unless well versed.
- Listen to others.
- Intervene if the discussion is digressing.
- Intervene if turning out to be hostile.
- Speaking to the point without repeating.
- Back your points with facts and figures.
- Be gentle with your presentation.
- Be natural, calm and maintain your composure
- Be participative and reciprocate.
- Say thank you before ending your presentation.
- Think before you speak
- Say what you feel without going in "favor" or "against it".
- Appreciate a good point.
- Control your body language.
- Keep summarizing to maintain direction.
- Take initiative to conclude the discussion.
- Do not be loud or aggressive.

- Do not go overboard with enthusiasm if you are familiar with the topic.
- Do not interrupt other speakers.
- Do not deprecate other speakers.
- Do not speak first if in case you are not familiar with the topic.
- Do not change your option.
- Do not ask irrelevant questions.
- Do not stop abruptly.
- Do not get nervous.
- Do not exhibit your emotions.

Important topics for Group Discussion:

- The USA and North Korea problem
- Why is crime increasing in our society?
- The North-East problem
- Armed Forces Special Forces Act (AFSPA)
- How can ragging be controlled?
- Middle-East problem
- Should military training be made compulsory?
- Should there be reservation of seats in elite institutions?
- Sports in India
- Who is responsible for exam paper leak?
- Which is the biggest problem our country is facing?
- Should HIV testing be made mandatory before marriage?
- How can brain drain be stopped?
- How can railways be improved?
- What should India do to become a superpower?
- Why coaching institutes are increasing in our country?
- Should Hindi be made our national language?
- Who is responsible for crime against women?
- Should beauty pageants be encouraged in our country?
- How Swacch Bharat Abhiyan can be made more successful?
- Which is the best kind of marriage?
- Should mobile phones be allowed in schools and colleges?
- Who is responsible for eve teasing?
- How to solve Indo-Pak problem

Examples of GD for practice:

1. WHY IS CRIME INCREASING IN OUR SOCIETY?

- a) Ineffective Police
- b) Delayed Justice
- c) Political Interference

“The idea that the sole aim of punishment is to prevent crime is obviously grounded upon the theory that crime can be prevented, which is almost as dubious as the notion that poverty can be prevented”. These were the words of H.L Mencken. The crime graph is constantly increasing year after year. Ideally crime

should be prevented, if it can't be prevented then it should be at least be detected and the criminal should be brought to books. The crime is increasing continuously-Like dacoits. Robberies, murders, kidnappings, rapes, thefts, and killings of witnesses. As per a report of the National Crime Records Bureau. Crime in India 1999. 64.11 lakhs cognizable crimes were reported in that year. Showing an increase of 28.3% over the last decade. With law and order situation going haywire throughout the country, the crime rate has drastically increased. No doubt, a number of factors such as increase in population, industrialization, urbanization, increasing vehicles, economic disparities, growth of slums, unemployment and migration to cities have pushed up the crime rate. India ranks amongst the top ten corrupted countries of the world.

Ineffective Police: Police is a vibrant organization wherein changes are a routine affair. In this context professional policing is the need of the hour. Besides this constant efforts are made at the operational level and at the higher administrative level to improve the facilities provided by the police to the general public, today the main focus should be the security and safety of the senior citizens, women and children who are the most vulnerable sections of the society. The cops are under observation since the city police have taken measures to install close circuit cameras in all local police stations, the number of which is around 126.

Just 60% of the police stations in Delhi have these cameras. The basic problem faced by the general public is that the police itself are hostile to them by being indifferent and rude. In case of any folly on the part of the officer concerned, stringent action must be taken in this regard. According to one survey, there is only one policeman for every 500 persons in the city. Sometimes it becomes difficult to keep a watch on the happenings around. Public assistance is a must for effective policing.

Rewards and remuneration in the form of better pay, recognition and appreciation should be given to them in order to boost their moral. They should also be provided with modern technical aids, communication facilities and transport. For public convenience, the police department has launched a facility where a person can lodge his FIR through E-Mail. A sub-inspector along with two constables should be appointed forever)' locality. Proper Duty charts should be made for night patrolling. The government has also taken steps wherein it has organised meditation camps for constables and inspectors which are compulsory for them due to long working hours in order to keep them stress free because of long working hours.

Delayed Justice: It is well said that, "Justice delayed is Justice denied". Law and Order are meant to ease the grievances and problems of the people. The judicial system should be made more flexible, efficient and less time consuming to enable it to administer justice quickly and rightly. A stipulated time period should be fixed for each case and the judgement should be made full and final before or till the time allotted. Today people have become very conscious about their rights. Our lawyers, magistrates and judges at all levels are zealous about safeguarding about their rights. Laws are unbiased. No one is above law and everyone is accountable to it, whether high or low, politician or the police. Even today centre is responsible in the ultimate analysis and decision. But it will not be possible for the centre to administer law and order under normal circumstances. The local authorities should primarily be responsible for law and order. Besides, the police, the district administration is also responsible for maintain of law and order. There should be certain amendments to laws especially case dealing with women because they are the most vulnerable lots. Decorum should be maintained especially when a rape case is dealt with. It is true to say that law takes its own time. The Supreme Court is at the apex of single operated system of courts. Lord Bryce observed "There is no better test of the excellence to a government than the efficiency of his judicial system, for nothing more nearly touches the welfare and security of the citizen that can rely on the certain, prompt and impartial administration of the Justice".

Political Interference: Crime and politics are the two sides of the same coin. Today very few politicians are "clean" in the eyes of the public. The growing nexus between politicians and the criminals is the main reason for corruption in our society at every level. The recent murder of the Keshav Puram Councilor Atma Ram Gupta by one of his fellow councillor's Sharda Jain is one such example. Politicians are the leaders of the country. The general Public has high expectations from them. Because ours is a democratic

government which is formed by the people, of the people and for the people. The extreme interference of politicians in the judicial procedure hampers the smooth functioning of the system.

The police should be allowed to act without any interference-political or otherwise. The main reasons for the steady growth of crime in our society is the advent of getting quick professional politician on the scene. They make hay while the sunshine as it also encourages among the officials to suit their own ends. The only remedy therefore lies in separating the function of the politician and the officials. The work of the politician should be confined to laying down policies and they should not have anything to do with routine day to day administration except to see that the policies laid down are effective. It is also important that eminent men who are standing with a spirit of dedication should come forward to replace the professional politician so as to make for a cleaner administration.

2. INDO-PAK RELATIONS

What is the solution to Indo-PAK Problem?

- a) Political Solution
- b) Military Solution
- c) Convert LoC to Indian Border

The problem between India and Pakistan has been on from last 50 years. Lifetimes have gone by lighting, fuming and biting. Five decades had passed in accusing, annoying and abusing each other. All it has given the two countries is economic loss. Destruction and loss of face at international level. Three-war militancy, and terrorism is what we have got from each other. What we need is a solution to this issue. Bloodshed and the gun power are not the solutions. Talks and discussion is the path towards the dawn. Both the countries have to change their scripts and have to think broadly for some concrete results. Whatever is the solution the situation demands that it is permanent and with the will of the public on both side. So that peace and prosperity can return to this part of the world and we can leave a better tomorrow for our next generation.

Political Solution: This is the best solution to solve the Indo-Pak Problem. However, it has not materialized because of the following reasons:

We have always blamed Pakistan saying that their army does not allow their political leaders to take any decision. Leaders of both countries always feel that the political solution is the best solution.

Moreover, history is the witness that whenever a political solution has emerged with the will of the people the solution has been lasting. The unification of Germany and forming of EU are the recent examples of political solutions. Whenever there has been an attempt between the two countries to resolve the problem politically through secretary level talk or dialogue between the political leaders, the Pakistani army has disturbed the talk by indulging in cross border firing. The political initiative of our Prime Minister by starting a bus service between Delhi & Lahore has been totally nullified by the Kargil Operations.

On the other hand Pakistan has blamed us by saying that we have no political firmness & our Government keeps changing frequently. In the past 10 years we have had many changes of Government. There has been no continuity in our policy, Moreover no government got sufficient time to concentrate on resolving the issue. They also feel that successive government have taken opposite views to settle the issue because of which the deadlock has not been resolved. Moreover they are more inclined towards the BJP government. Under Atal Bihari Vajpayee whom they find approachable and favourable leader.

Military Solution: War has always led to destruction in terms of human lives and economy. We have had 3 wars with Pakistan: in 48, 65 and 71 & the pot has remained boiling since 84 in the form of continuous

exchange of fire along the border, Siachen Glacier & now at a bigger scale in Kargil. It costs us Rs 5 crores to maintain Siachen for 1 day. It costed us Rs 2000 crores to push Pakistan out of Kargil and because of this the economy of both countries & particularly of Pakistan is badly affected. Pakistan is totally shattered & they are virtually begging for money & support. Any more indulgence in military solution will take both the countries economically from bad to worse. We are both poor countries and we have tried to settle the Kashmir issue through war 3 times-however we could never arrive to any solution. Today we both possess Nuclear Weapons. If we fight another war & the nuclear Weapon is used then God only knows what will be outcome. With the military coup in Pakistan the situation is very fluid & both countries will approach this issue with caution.

LoC to IB: When the British left the country they clearly demarcated the boundary between the two countries. However in a swift & surprise move Pakistan attacked us in 48 with the intention of taking J&K. However, they were pushed back by the Indian Army, but to avoid further loss Pt. Nehru invited L.J.N to intervene, which requested both countries to withdraw to their original positions. India agreed but Pakistan did not & continues to occupy a portion of our territory thereby violating the IB. The occupied portion is today known as PoK. During the Shimla agreement between Z.A Bhutto & Indira Gandhi a reference was made whereby they felt that if the relations improved the LoC could be upgraded to IB. However in the present situation such a solution is not possible because the hearts of the population are full of betrayal and the public on either side will not allow its government to take such a step. A government attempting such an act will be threatening its very existence.

The following steps can be undertaken in future

- (a) Pressurize Musharraf into ending cross-border terrorism and bringing down infiltration
- (b) Keep the LoC cold. Desist from cross-border artillery duels.
- (c) Isolate the Pan-Islamic Jehadi groups such as Lashkar-e-Toiba and Jaish-e-Mohammad from the dominant militant groups like Hizb-ul-Mujahideen
- (d) Reduce violence to revive political activity in the Kashmir Valley
- (e) Encourage sports activities between the two countries.

3. WHO IS RESPONSIBLE FOR CRIME AGAINST WOMEN

- a) Male dominated Society
- b) Western Influence
- c) Lack of Awareness

A big question, who is responsible for crime against women. Male dominance is there but along with it there is lack of education and poverty. Women are themselves unaware of their rights and laws framed to protect them against different exploitation and crimes. Recent trends show that there is increase in the crimes, but on a positive note number of them have been stopped due to awareness and reports made to police. Human Rights Violation against women and also home violence is being taken up seriously. Government and NGOs are working to frame programmes and plan to deal with all these problems.

Male Dominated society: In our country male has dominated the women throughout. The crime against women starts even before she is born. If the parents come to know that the child is likely to be a girl they plan for an abortion. She is discriminated in education and providing food and cloth. After marriage she is forced to change her name. She is physically abused and forced into flesh trade. A former Miss Bangalore who was arrested from a five star hotel is a latest case of male abuse of women, which made a sensational headline. Earlier we lived in big joint families, the elders in some ways protected the women. However due

to the concept of nuclear families coming in today we are now more exposed to crime. In our society the parents feels happy when a son tells them that he has girlfriends. But the same becomes hostile when their daughter tells that she has a boyfriend.

Western Awareness: Every country has its own customs and culture. Of late others have influenced us. The women today wear Jeans and Skirts in a big way. It is primarily because they feel more comfortable in these dresses. Can you imagine today women running in sari trying to catch a bus. But in smaller cities however the western influence is marginal. Moreover when it comes to marriage the most modern girls like to wear saris. In Western families the only precaution they take is that the girl should be careful and not come back late in the night. They should be accompanied by parents & avoid strangers and excessive drinks. Our culture has taught us to respect women. Then how come when we see a girl in jeans and skirts we feel she is a loose-character woman.

Lack of Awareness: After the dowry cases in our country were reported when many women died, the government had made very strong rules and the culprits were also punished to death. Today the law says "no safai, no gawahi". If any dowry case is reported the culprit is straight away put behind bars. The Ex-Police Commissioner of Delhi Police had once praised the Women of Delhi, who had come forward to report the crime committed against them. He said when these crimes are reported only then the government and the parliament can make rules in support of the women & these rules will help 100's and 1000's of illiterate women who are not educated enough to report these crimes. No wonder our Home Minister is already talking of giving death sentence to the rapists.

4. HOW BRAIN DRAIN CAN BE STOPPED

- a) Making a law
- b) Better working condition in India
- c) Financial Attraction

John Milton said even thing is in mind. Your mind can make heaven out of hell. Talent is not the preserve of a single country. There are proficient personnel in every country like scientist, experts in technology, men of literature or liberal arts, the painters, the artistes and so on. These extraordinarily talented men and women contribute to the progress and prosperity of the land of their birth as well as bring excellence to their field of expertise. It is not uncommon that some of these brilliant persons are unable to obtain jobs to their environment. In such circumstances the person migrate to other lands and countries in search of better job prospects or more material comforts. This exodus or emigration has come to know in recent years as "BRAIN DRAIN".

Making a law. The effect of brain drain will be a great loss that has enhanced national economy and development. In democratic set up country and world of globalisation no strict measures could be adopted. The only thing is that the high calibre men should come back and nurture the talent in buds to blossom and the country should adopt the allurements and recognition formula.

The talented men should appreciate the spirit of reciprocity. Since elimination of men is injustice disparities and partiality for developed country, the enlightened ones should guide depressed. As motherland is where there is height of glory, recognition of patronage and foreign land cannot provide the warmth and sincerity like home. The developing countries are the most affected ones in this loss of their skilled and talented persons. It is also not uncommon that an ambitious person in order to earn bigger wealth moves into foreign countries because his own country imposes too many restrictions, politically and legally on the

attainment of his heart's desires. The economic problems involved in the brain drain cannot be resolved so easily. While the state may try to offer all sorts of facilities as appear reasonable to these superior men and women, the latter should recognize and appreciate the spirit of reciprocity. These brainy persons should attempt to cultivate a greater love and devotion for their country and should not leave it at first opportunity.

Better working conditions. Human resource is the best resource of any country. Only thing is how you tap these resources because their resources never depreciate it because the preserve of a country is in abundance in every country. A major factor responsible for this exodus is the environment abroad. You are given credit for what you do. Facilities are excellent. In India the environment corruption, inefficiency, regular issues drains one out. There is less pay, politics, company promises which are not adhered to. No work culture, and lack of transparency. Every state should work for the betterment of its citizens at least for the civic and political rights, which he is entitled for. Since money is the best motivator, more job opportunities should be provided.

NRIs must be given certain tax rebates to lure them. It is also felt that first generation is more attached to the native land, second generation which has been brought up in the foreign land which becomes an asset to that. The brains of the country require continuous nourishment, replenishment and advancement. Money, though a great temper, however cannot keep this superhuman being cooped up within certain limit forever. They need an unending scope to help their genius bloom to maturity. They need fulfilment of their God-Gifted capabilities. It may be that material wealth is also a big allurements but it forms only a significant part of the fulfilment they need. But Reverse brain drain is bound to happen. As the economy grows, the number of Indians going back to India would increase. India would get back its best and brightest, but only after suitable exposure to the West.

Financial Attraction. Whenever proficient and brilliant people are unable to obtain jobs of their satisfaction or unable to adjust to environment they migrate to other lands for job prospects and material comforts. It is not always the amount of salary but better opportunities and feeling of fulfilment. An IIT-ian with a fresh engineering Ph.D. could get about \$70,000 per annum and a fresh Ph.D. in finance from a business school could get \$130,000 per annum. In India, an MBA with an engineering degree could fetch Rs. 40,000-Rs. 80,000 per month. Since a man desires recognition of capability and greater appreciation for work, the brains of the country need nourishment, replenishment and advancement. When a scientist leaves his own country and opts for the other, what exactly motivates his action in that country he hopes to realise his dreams and also to give complete rope to ambition.

5. CRIMINALIZATION IN POLITICS

- a) Public Awareness
- b) Strict Rules or Regulations
- c) Party should ban tickets to candidates having a criminal background

India is the largest democracy of the world and our public is politically aware of its rights. Election time always generates hectic activity in the society initiated by the political leaders to businessmen to film stars all trying to win votes. As G.B Shaw had said "Democracy is a social order aiming at the greatest available welfare for the population and not for a class". But it is also said that Politics is the last refuge of Scoundrels.

Public Awareness: India is the largest, working democracy in the world, which in its constitution has incorporated from every best constitution, of the world. The thing, which goes against India, is Population,

Illiteracy and Poverty, which is being easily, exploited by the mafia as they find safe refuge. So Election Commission has to play an important role. The general public should be very well aware of the Candidate's past record, his and the party's agenda. People should have good knowledge about how to use the ballot paper and should be aware of the symbols of all political parties. The election commission should make adequate steps to make authenticated Voter's I-Card and put the names of eligible people in the Voter's list. They should ensure that all members of the family must give their valuable votes.

Seniors must ensure the names of all members who have attained 18 years of age in the electron polls. In rural areas where the electronic machine is not accessible to the villagers, it must be ensured that whosoever gives their vote. The blue erasable mark should be properly be put on their finger. They should also explain the people how to fold the ballet paper and to put it properly in the Ballet Box, so that the ballet paper is not crushed. The Ballot Paper, Electron Roll should be properly scrutinized. Voter Card should be issued to stop bogus voting. Clear demonstration of voting machines should be held in every nook and corner to the country. Voting Rights to the candidates has to be explained to them. The Agenda of the party has to be aired on TV and Radio so that the people are aware of the developmental action to be undertaken.

Strict Rules & Regulation: Strict Vigilance of the election should be there. Commission should be set up. Presidential Rule should be involved when they are going disarray. Political parties should be stopped from dictating terms and interference. Election Commission should have trained staff, and from time to time should train the new staff also for smooth conduct of elections. Along with effective training Security of these officials has to be undertaken so that they don't get insecurity feeling. Bills should be passed for funds and donations of political parties. So they, the mafia can't pressurize the parties for their cheap politics. Results declaration has to be made electronically speedy. Supporters should be kept out of voting area, so that they cannot influence the results. The head of the political party should lay certain strict guidelines especially for the elections so that they may keep an eye on how the funds are sanctioned and in what ways the money is used.

Ban on the tickets: Election Commission has to make it a point that people having a criminal background or people against whom there are court cases should be debarred from filling nomination papers for tickets. Tickets have to be given to only those candidates who possess a good character with clean and good educational background. Young People should also be given a chance to show their potential that can act as "Fresh Blood" in the veins of Indian Politics. The aim of the political party should be to provide good clean government to the Country/State and not to 'come to power only to serve their own personal interests.

6. HOW CAN THE RAILWAYS BE IMPROVED?

- a) Privatization
- b) Modernization
- c) Strict Rules and Regulations

Railway is the biggest organization of the government. It employees nearly 20 lakh people. It runs 10,000 trains in a day. It has a railway network which is spread over 63,000 km. It maintains 1560 stations. It is the biggest source of mass rapid transportation of public and goods from one part of the country to the other. It is pertinent and important that the railways is maintained in good health and provide good services to the public.

Privatization: No railways in the world has been fully privatized because if that happens then the control of railways will slip into private hands and during national calamities the government may face severe problems in moving man power and goods. Even USA has not privatized its railways. However, there are some areas within the railways, which can be privatized, which will primarily be aimed to provide better service to the public. The parking lots in front of the stations can be privatized which will provide better parking facility, safety to vehicles and better maintains of the parking areas.

The advertisement around the station can be privatized as many people visit the station and it is also a good spot for advertising. The Control of the platform ticket can be given to private companies and such terms and conditions should be made. Whereby money generated can be used to maintain the station and keep it clean and tidy. The catering services on the train can be privatized so that better catering facilities are available during the journey similarly, the telephone service can also be privatized so that even during journey the passengers can remain in touch with their near and dear ones or conduct business.

Modernization: Since independence we have continuously modernized the railways. From coal engine to an electric engine we have come a long way. We have continuously tried to lay the railway lines to reach backward areas. The setting up of Konkan railways is a positive step in this direction. We have upgraded the railway from Meter gauge to broad gauge, which has reduced the travelling time considerably. We have a whole set of new equipment, which controls the train totally. When it moves from place A to place B like signals. Communication and better manning of railway crossing. Today we have modernized the ticketing system and passengers can very comfortably obtain their tickets from the computerized reservation centre across the country. Which has made travelling enjoyable and hassle-free, Out of the total railway budget a paltry sum of only 2% was spent on modernization which leave much to desire whereas the present requirement for infrastructure development was projected at 15000 crores last year.

Strict Rules and Regulations: Railway is probably the only organisation of government, which is profit making. The Tata's have always said give us the Railway and we will lay the complete railway lines of gold yet every time the railway budget is discussed in the parliament there is noisy opposition. The biggest loss the Railways incur is through the ticketless travelling by people. There are some areas/states in our country where ticketless travelling is rampant and people derive pleasure in boasting about their ticketless travelling ventures. National Interest should always be kept in mind before one indulges in such activities, the government does make an attempt by sending flying squads to catch the defaulters however due to various reasons they are unable to curb such activities. One good idea would be that whenever a flying squad carries out its checking the doors of the train should be automatically locked. So that the clerical cadre does not over load them and prepare false bills have under loading. The law maintaining agency like the railway police should be trained, modernized and equipped with the latest equipment as they are the people who will be involved in maintaining the rules and regulation on ground and public dealing is always a difficult and delicate issue to handle.

7. WHAT DRESS CODE SHOULD THE STUDENTS FOLLOW IN COLLEGES?

- a) Proper Dress Code
- b) No dress code
- c) Any other Way

The freedom of choosing one's clothes is one of the biggest perks in college. But the 'irresponsible' manner of some students and the dictatorial behavior of authorities have irked collegians. The issues of dress code

prevail more in urban cities and less in rural areas. Whenever a dress code associated with fashion is talked about, the thought of Miranda College, LSR, Ferguson College comes in mind. A teenager goes to college with education in mind. Because of he is at that juncture of life, where he is about to step in to a career. This is the most crucial stage of a teenager because he steps into a New World with new desires, aspirations, aims and also a mood to enjoy freedom. If he concentrates more on his studies, it will go a long way, which will help him to settle down in his life. Hence minor distractions like dress code should be kept away.

Proper Dress Code: We all have followed a very strict dress code in our schools. We took pride to wear school uniforms and ensured that it is always kept clean. Whenever our dress was not up to the mark our teachers and prefects ticked us off. This ensured a certain amount of discipline in us and this has always help us to keep our uniform clean. Colleges are absolutely justified in prescribing a dress code for students. DU colleges in particular, have become fashion hotspots rather than centres of learning. Students must realise that college years are the most crucial for building a career. They should not be frittered away in non-serious pursuits like following the latest fashion. Single-minded devotion to studies during college is tough but is the surest way to make it in life. Fashion and phones are distractions. Students are bound to be lured by them. It is for the college authorities to put effective checks in place. In the long run students will thank them for it. Every one can't afford to wear new. Expensive dress every day. Hence a dress code ensures that children from weaker economic backgrounds do not feel inferior. Moreover dress code brings about feeling of oneness and unity among the students and bonding is built up.

No Dress code: A person has the right to wear dress, which he or she likes or wishes to wear. Normally this issue gets blown out. When girls start wearing provocative dresses to college. No wonder we often hear the principals of Girls College talking about the dress code. At St Stephens, they do not have a prescribed dress code except for the dining room. But there's a clear understanding of what one can and cannot wear. The issue is not what one wears but how one wears it. A sari is one of the most modest dress, yet it can be worn in a manner that is immodest. What is important is a student's perception of what college stands for. If they think it's not a serious workplace there will be problems. There have been occasions when girls wearing jeans or skirts have been denied admissions in the colleges or even rusticated. The responsibility comes on both the child and the parents to ensure to meet the standards of our culture and society. However, some freedom must be given to the children once they enter the college. If they can be given right to vote then they can be given the right to choose their desired dress code.

Any Other Way: If a person is not wearing clothes that suit the college environment. Then they should be told that. But harsh behavior would get no one anything Girls should know the kind of outfits that are decent enough to be worn in a co-educational college.

There has to be a middle path between decency and fashion-consciousness. The right approach should be followed and students should be patiently explained where they are going wrong, if they are following the wrong track. We need to maintain a balance in college environment and need to ensure discipline and a desired atmosphere to conduct proper education. At the same time a certain degree of freedom to the children should be given. Hence it would be a reasonable idea to instruct children to wear college dress, for two or three days a week and other days they can wear dresses of their own choice. The college staff should keep a look out on children wearing improper dresses, they should be politely, apprised of this fact. You are going to a temple of learning, not a fashion parade. Dress codes are not needed. What's needed is a moral code.

Group Planning Exercise

Introduction:

Group Planning Exercise (GPE) consists of a situational problem given to candidates on a model. The problem affords a selection of possible solution and different ways of approach. This task is carried out in two phases:-

- 1) The individual planning phases, when each candidate is required to write down his own solution to the problem.
 - 2) The group planning phase when the candidates are made to mutually discuss the problem and to work out corporate solution and plan of action.
- In asking for a group solution, emphasis is laid for the first time on team endeavourer. Yet the need for a common solution introduces a sense of competition, as each candidate tries to secure the acceptance of his own plans. The discussion in the Group Planning Exercise is, therefore, a 'purposeful' discussion. Its purpose is:-
- To create inter-dependent interaction primitively in a social situation.
 - To make one competitively inter-related with others with a view to achieve recognition of one's ideas and plans in the group and to have the same accepted. The idea is to find the solution that is the best for everyone in the group to which all or most are committed.
- Each candidate naturally tries to make others accept his solution as the common group plan. The resultant interplay of conflicting wishes and ideas enables the GTO to observe how the individual strives to impress himself on others and whether or not he shows signs of beginning to adapt himself to being a member of the group. The candidates are allowed a free hand in shaping their discussion; GTO's interruptions, if any, are with a view to keep control over the group and to promote the development of the group plan.

Qualities that GTO observes in Group Planning:

Qualities expected to be demonstrated:

- Effective Intelligence
- Organising Ability
- Social Adaptability
- Co-operation
- Ability to influence
- Expression (Verbal and Written)

Qualities likely to be demonstrated:

- Reasoning Ability
- Self Confidence

GTO's Briefing:

The task now at hand is called Group Planning. In this task, a few problems will be given to you on a model. You will be required to work out, first, your individual solution to the problems and then to mutually discuss and arrive at your group solution for the same. Thus, unlike the group discussion, in this task you will be required to come to a definite conclusion, that is, your agreed group solution. I shall now explain the stages through which this task will be done.

To start with, I shall explain to you, fairly slowly but only once, a model made on a wooden platform or on the screen. Try to understand the various features in the model. At the end of my explanation, if you have any doubts please get them clarified.

In the second stage, I shall give out a story about that model. At the end of the story there 'will be some problems about the story. To facilitate you're getting the details of the story firmly in your mind, each one of you will have five minutes to read your copy of the narrative from a pad. Thereafter, the pad will be turned over so that no further reading is done. At the end of this stage, you can again clarify any doubts about the story.

The third stage will be your own individual solution to be written on a sheet of paper that will be provided to each one of you. Time allowed for written work will be ten minutes. Thereafter, your pads and written work will be collected.

Finally, you hold discussion amongst yourselves to evolve an agreed group solution to the problem. Time for discussion will be twenty minutes. At the end, anyone of you, does not matter who, may narrate the group solution to me. Are there questions about the task and the stages?

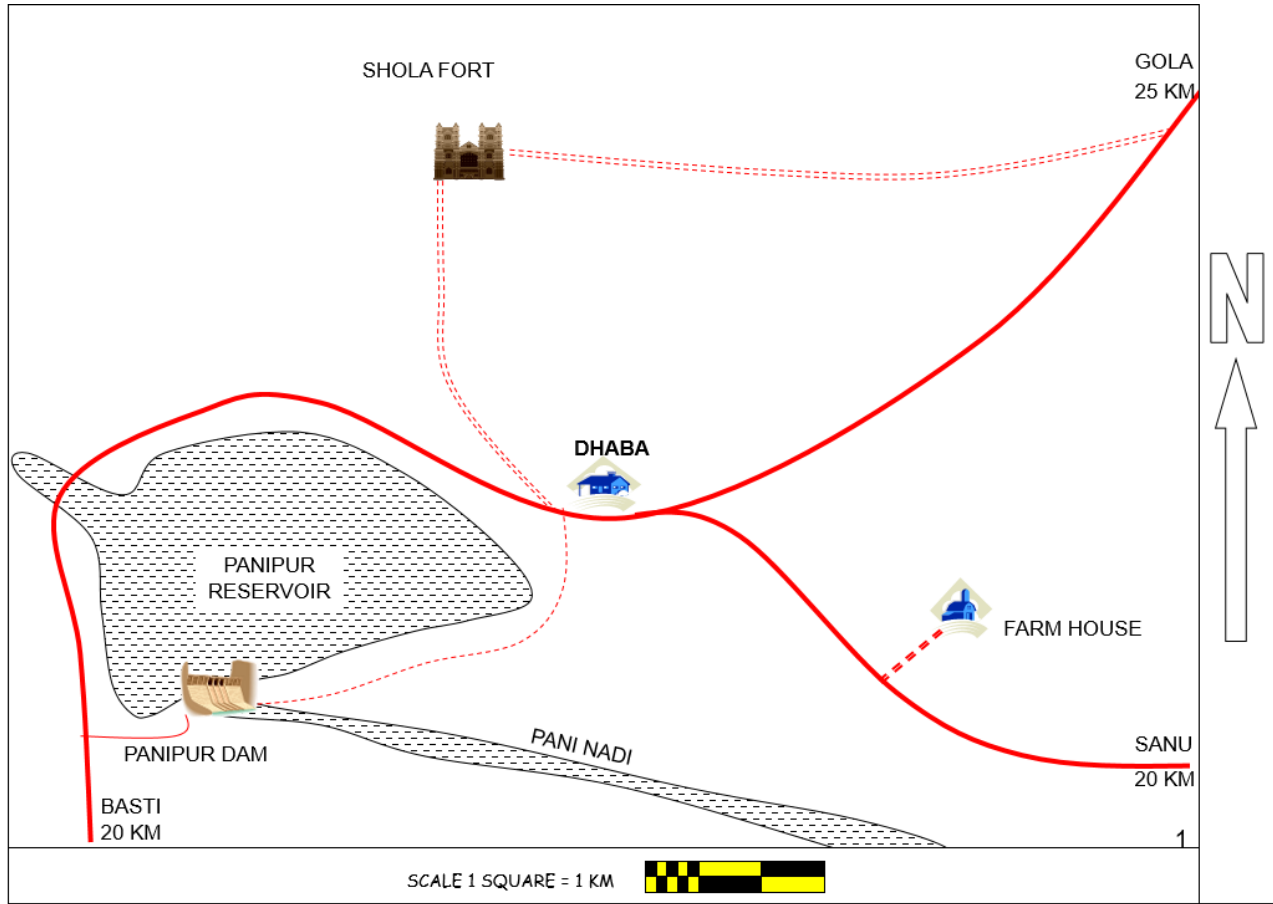
I shall now take you to the model. When we go there, No.1 should take the first seat and others may sit around the model in the numerical sequence clockwise.

Points to remember:

- Firstly identify the aim or problem, arrange priority wise and write them down.
- Then write your plan in narrative form, giving due consideration to time and space.
- Utilize hidden resources appropriately.
- To explain hidden resources, it is quite reasonable to assume that facilities like hospital, railway guard may be there and he may have at least a bicycle or at times even a telephone.
- During the discussion stage, always try and be the first/second speaker and explain the plan in broad outline.
- Remember to give and take ideas from other also.
- Active participation, contribution of efforts to find a group solution, sacrificing your ideas for a better one or to specially arrive at a group solution, making the rigid members understand tactfully and politely, are the hallmarks of an effective participation.

Group Planning Exercise Example:

GPE-1



You are a group of 8 students coming from a friend's farm house, going to visit the Shola Fort in Gola District on a jeep. You have to return for a camp fire at 7:30PM organised for the local MLA in the farmhouse. You were having tea at the Dhaba when a truck driver brought an injured man. Being curious, you all went to him and found the man seriously injured with his head bleeding. He told you that he was the Chief Engineer of the Panipur Dam and returning from his Headquarters at Gola after a conference when two armed persons stopped his car snatched away the confidential design plan & photograph of the dam. They left him on the road side after assaulting him and fled with the car. He had heard them talking that they would sell the plan to some foreigners at the Shola Fort at 6:00 PM. He also told you that he had the letter of authorisation in his pocket for regulation of the flow of water in Pani Nadi. If the flow was not controlled by 4:30 PM, it would cause floods. He fainted thereafter. Just then you saw few tourists walking to you. They told you that they were coming from Basti and their van had broken down nearby. Since there was no means of communication there, they could not get help from anywhere and they were to reach Sanu village by 5:00 PM to see a special cultural program.

The time now is 4:00 PM. **As a bold young man, what will you do?**

Solution:

➤ Problems Involved

1. Following problems are involved: -

- Inform the System Managers to disable the computer code.
- Medical help to the Senior Engineer of the Sagar Dam.
- Handing over the computer code to foreigners.
- Cultural program of the tourists.

➤ Resources

Obvious Resources:

- Students - 08.
- Your jeep.
- Van.

Hidden Resources:

- Police Station at Bina being District HQ.
- Police Post at Shola Fort.
- District Hospital at Bina.
- Health Centre at Sanu.
- Medical Facility at Sagar Dam.
- Truck driver with truck.
- Traffic on Sagar-Sanu/Sagar –Bina Highway.

• Distances

The distance between places of interest are as under:-

<u>S No</u>	<u>From</u>	<u>To</u>	<u>Dist (Km)</u>	<u>Remark</u>
(a)	Farm House	Dhaba	12	Kutcha track
(b)	Dhaba	Sagar Dam	20	Highway
(c)	Sagar Dam	Sagar City	3	Highway
(d)	Dhaba	Sanu	16	Highway
(e)	Dhaba	Bina	33	Highway
(f)	Dhaba	Shola Fort	15	Kutcha track
(g)	Shola Fort	Kali Mandir	12	Kutcha track
(h)	Farm House	Sagar City	28	Kutcha track
(j)	Bina	Shola Fort	20	Mixed

- Transport

The details of mode of transport and their speed are as under:-

S No	Mode	Average Speed	Remark
(a)	Jeep	60 Km/h	On Highway
		40 Km/h	On Unmetalled track
(b)	Van	45 Km/h	On Highway
		30 Km/h	On Unmetalled track
(c)	Truck	40 Km/h	On Highway
		25 Km/h	On Unmetalled track

Let us understand various solution to this exercise.

Solution A:

SOLUTION A								
Ser No	Activity	Resources	From	To	Dist KM	Time min	Runnin g Time	Remark
1	Medical help to the Chief Engineer.	Jeep, 04 x students	Dhaba	Gola	35	40	4:40PM	Take to Gola Dist Hospital
2	Recovery of Design Plan of the Dam	02 x students	Hospital	Police HQ	-	15	5:00PM	Jeep is kept with the Students at hospital
		02 x students, Police	Gola Dist Police HQ	Shola Fort	25+ 10	30+15 = 45	5:45PM	02 x students info the district Police HQ and accompany them to Shola Fort in Police Veh
3	Delivery of control system key to Panipur Dam	By cycle, 02 x students	Dhaba	Panipur Dam	7	25	4:25PM	02 x students take cycle from Dhaba
4	Cultural program of the tourists	Truck, 02 x students	Dhaba	Sanu	30	45	4:45PM	Drop tourists and return to Dhaba.
5	Meet at Shola Fort	Jeep, 02 x students	Gola	Dhaba	35	35	5:45PM	Vist Shola Fort after reaching it
		Truck, 02 x students	Sanu	Dhaba	30	45	4:45PM	
		Veh from Panipur Dam 02 x students	Panipur Dam	Dhaba	15	20	5:30PM	
		Jeep, 06 x students	Dhaba	Shola Fort	6	10	5:55PM	
6	Reach farmhouse for campfire	Jeep, 08 x students	Shola Fort	Farm house	4+7	20		Should start from Shola Fort latest by 7:10PM

Solution B:

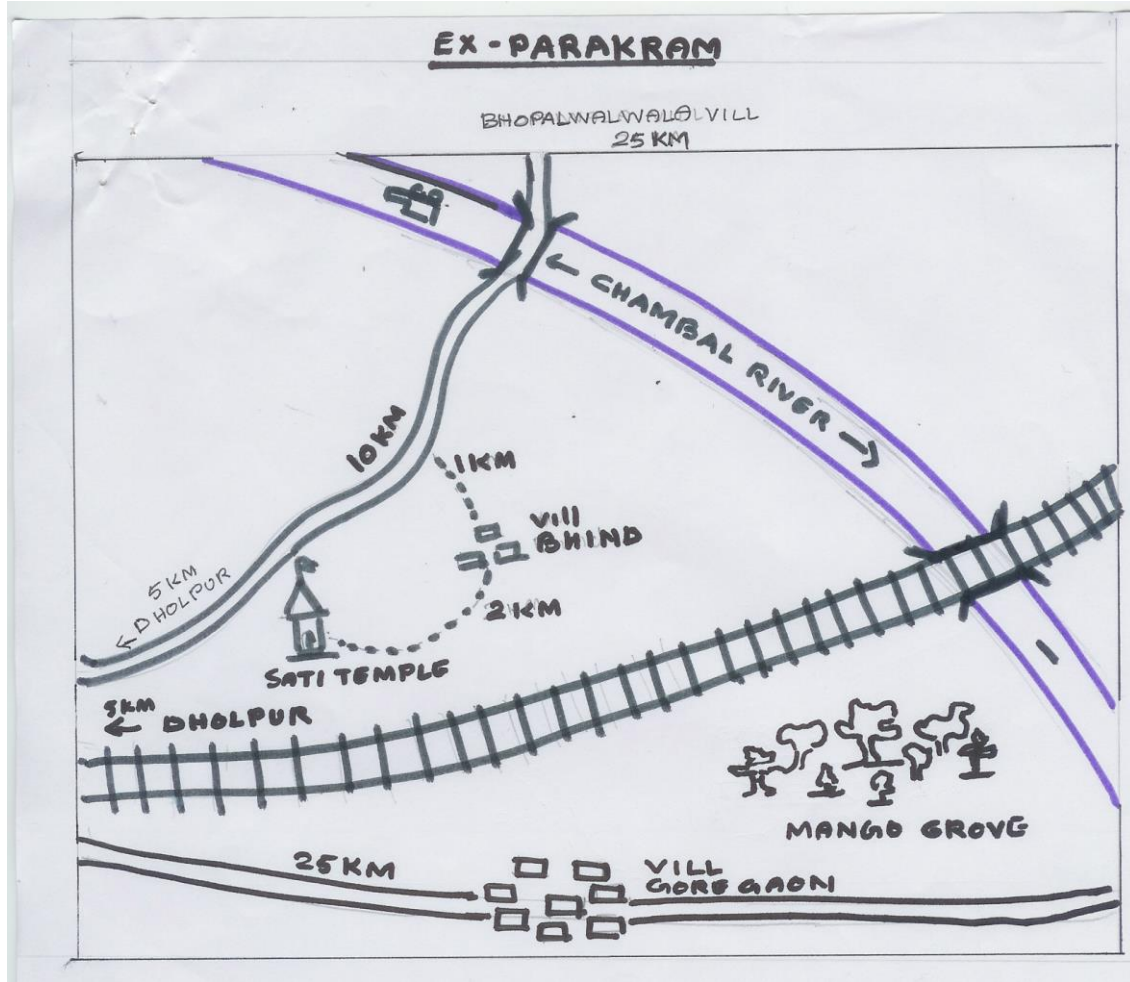
<u>SOLUTION B</u>								
<u>Ser No</u>	<u>Activity</u>	<u>Resources</u>	<u>From</u>	<u>To</u>	<u>Dist KM</u>	<u>Time min</u>	<u>Runnin g Time</u>	<u>Remark</u>
1	Delivery of control system key to Panipur Dam	Jeep, 04 x students	Dhaba	Panipur Dam	15	15	4:15PM	02 x students get down at Dam to deliver the key, while others proceed with the patient
2	Medical help to the Chief Engineer.	Jeep, 02 x students	Panipur Dam	Basti	22	25	4:40PM	02 x students take patient to Basti
3	Recovery of Design Plan of the Dam	Truck, 04 x students, people from Dhaba	Dhaba	Shola Fort	6	20		02 x students gather people from Dhaba
4	Cultural program of the tourists	02 x students arrange transport.	Dhaba	Sanu	30	40	-	1. Get Van repaired with the help of resources available at Dhaba 2. Arrange lift from traffic on road.
5	Meet at Shola Fort	Jeep, 02 x students	Basti	Dhaba	27	35	5:05PM	Take 02 x students from Dhaba
		Jeep, 04 x students	Dhaba	Shola Fort	6	10	5:15PM	
6	Reach farmhouse for campfire	Jeep, 08 x students	Shola Fort	Farm house	4+7	20		Should start from Shola Fort latest by 6:45PM

Solution C:

<u>SOLUTION C</u>								
<u>Ser No</u>	<u>Activity</u>	<u>Resources</u>	<u>From</u>	<u>To</u>	<u>Dist KM</u>	<u>Time min</u>	<u>Runnin g Time</u>	<u>Remark</u>
1	Medical help to the Chief Engineer.	Jeep, 02 x students	Dhaba	Sanu	30	30	4:30PM	02 x students, Health center at Sanu
2	Delivery of control system key to Panipur Dam	Truck, 04 x students	Dhaba	Panipur Dam	15	20	4:20PM	02 x students go in the truck
3	Recovery of Design Plan of the Dam	04 x students, security personnel and vehicle from Panipur Dam	Panipur Dam	Shola Fort	12+6	40	5:30PM	02 x students accompany security personnel of Panipur Dam to Shola Fort in their vehicle
4	Cultural program of the tourists	Jeep, 02 x students	Health center	-	-	-	-	Drop tourists after giving medical aid to injured
5	Meet at Shola Fort	Jeep, 02 x students	Sanu	Shola Fort	30+6	50	5:50PM	
6	Reach farmhouse for campfire	Jeep, 08 x students	Shola Fort	Farm house	4+7	20		Should start from Shola Fort latest by 7:10PM

Sample Group Planning Exercise:

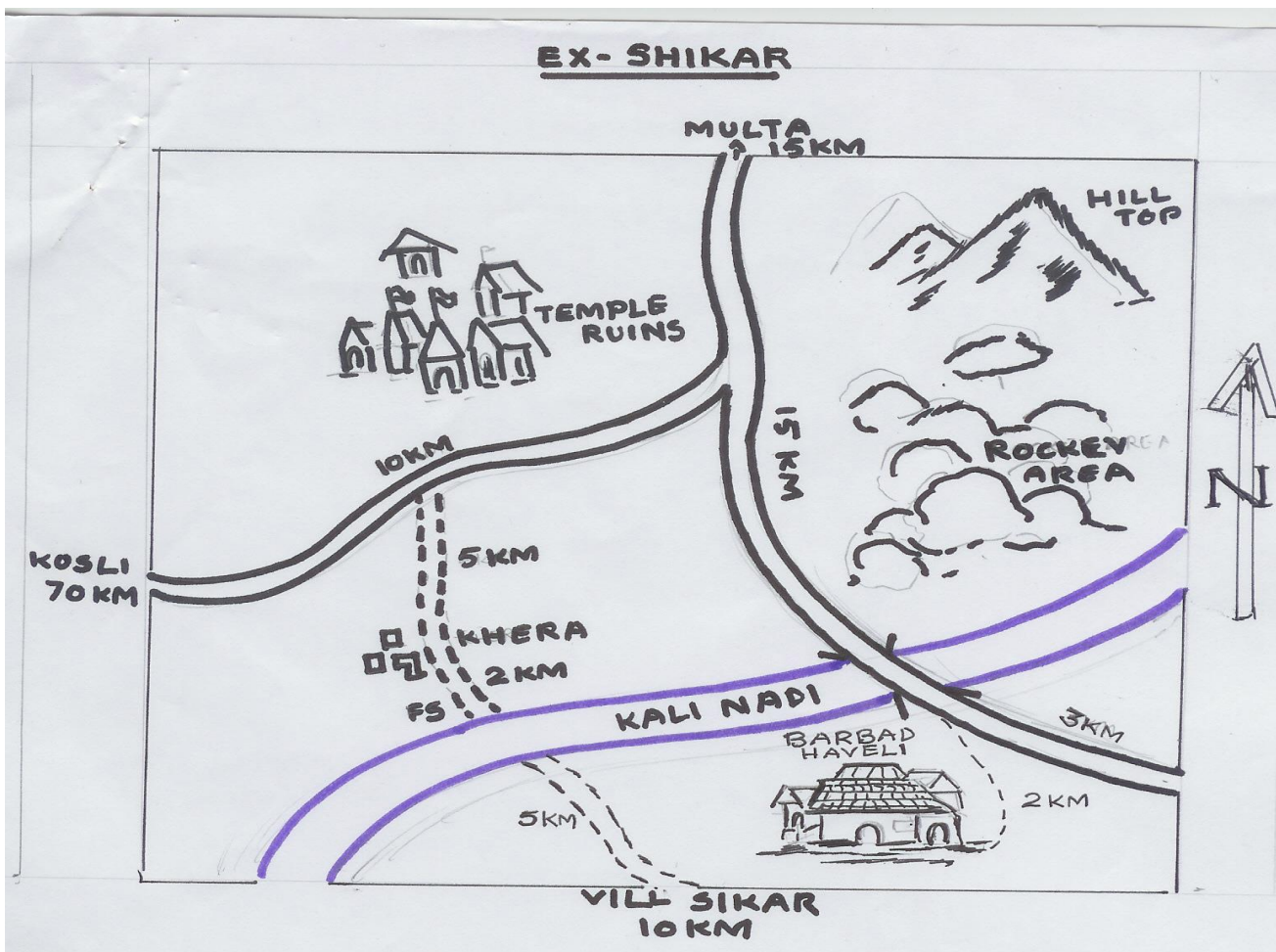
GPE-1:



EX- PARAKRAM

You are a group of persons as many as you are, coming from Bhopalwala village, going to Sati Temple on your cycle expedition. As you reached there, one person came from Bhind village and told you that he heard few terrorists planning to blow up the Railway Bridge at Chambai river at 1300 hrs. A Train from Dholpur is scheduled to pass the bridge at 1310 hrs. They were also planning to plant a bomb under the stage where the local MP of Dholpur is coming at 1400 hrs at Goregaon. The terrorists were planning to hide in mango grove. At that moment one person came from Bhind village and told you that a bus had fallen in to the Chambai river while crossing the bridge near Ravines. As you moved out one of the friends in the group fell from the cycle and his leg got fractured. Telephone facility in the area disturbed due to an early storm. Now the time is 1100 hrs. As brave young men what will you do.

GPE-2:



You are a group of students (as many as you are) Coming from Multa, going to temple ruins area on your bicycles for shikar.

As you reached the temple ruins you heard somebody crying for help. When you looked around you found an old man in his fifties lying in a pool of blood. He said that he was a scientist involved in making a nuclear device for the county. Enemy agents kidnapped him a week back. After having taken all information and secret documents regarding the nuclear device from him. They shot him and left for the hilltop. He will make good their escape from the hill top on a helicopter at 1500 h.

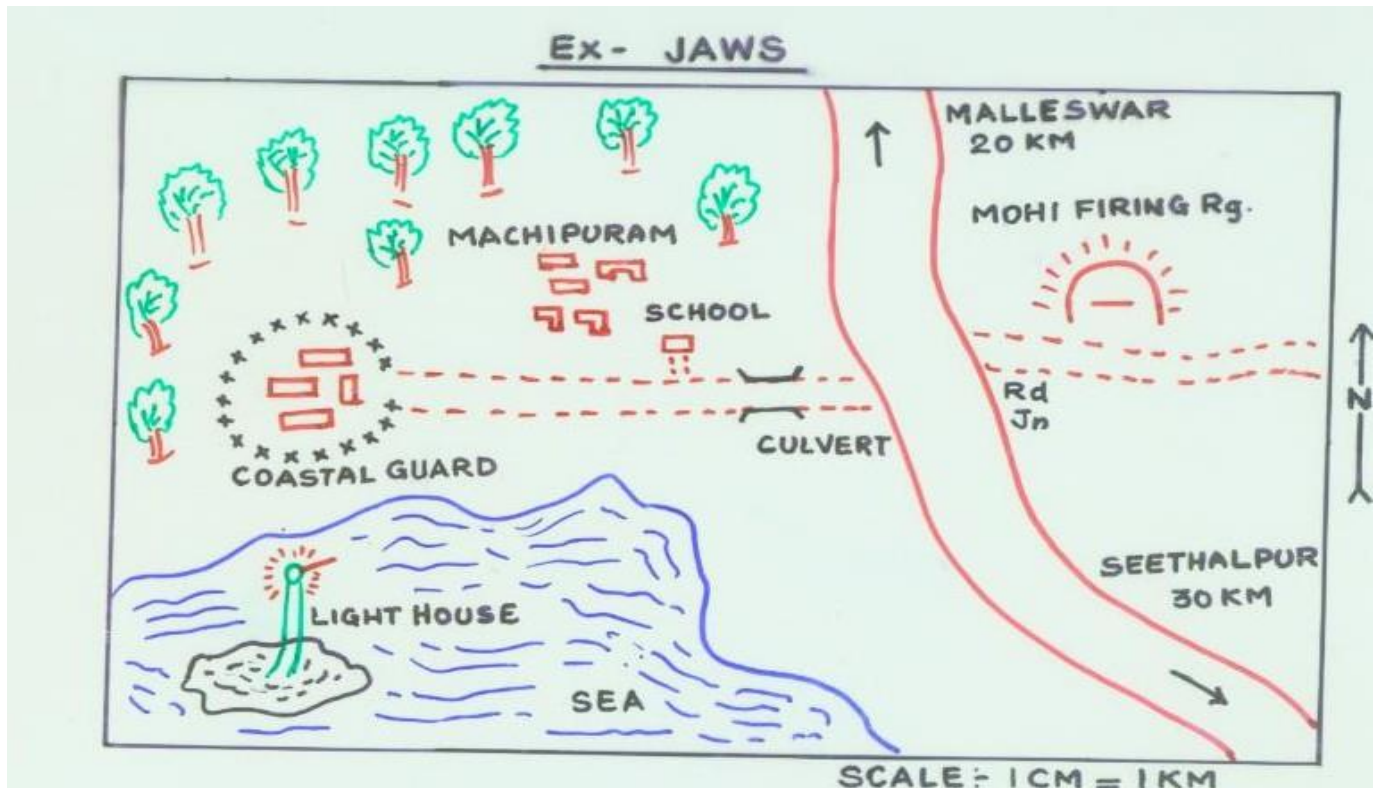
The scientist also had information about the plan of some of their accomplices in the country to blow up the bridge on Kali Nadi in a bid to assassinate the chief minister. The Chief Minister's entourage is expected to pass through the bridge at 1400 hrs on his way to Multa where he is going to inaugurate a General Hospital. The antinational elements are using Haveli as their hideout. After giving you this much information, the scientist fell unconscious.

As you are about to proceed, you saw the thatched hut nearby gutted in fire. The lone lady in the hut came out crying for help.

Additional Information:

Village Pradhan at Khera has a jeep with him. At the ferry site there is a motor boat available which can ferry small vehicles like jeeps and cars, Sitapur is a district headquarters. There is half an hour bus service between Sitapur and Multa, The current in Kali Nadi is not very high, Time now is 1200 hrs, You are required to get back to your hostel by 1500 hrs. **As brave young men what will you do?**

GPE-3:



You are a group of army persons going to do shooting practice from your camp at Malleswar to Mohi firing range in a 3 Ton. When you reached Road Junction, few villagers with an injured person in a bullock cart stopped you and asked for help. The man who had been attacked by a shark told you the incident. "I had been to the light house Island for fishing and I overheard two smugglers discussing that a consignment of drugs were to reach the Island in a helicopter at 1130 hrs today. To divert the attention of coastal guard, they were planning to explode a bomb at the village school at 1100 hrs, where coastal guard commander would be inaugurating the school annual function. When they found out that I was listening, they tried to attack me, and I jumped into the sea and swam towards the shore. Unfortunately a shark attacked me". At that time, the NCO in -charge tells you that he had forgotten to bring the targets for firing. The villagers further informed you that, the culvert had collapsed after they had passed through. Now time is 0930 hrs. **As brave young men what will you do?**

PROGRESSIVE GROUP TASK (PGT)

Introduction:

Progressive Group Task (PGT) is the third task of the Basic Series corresponding to the cooperation stage of group development, overlapping with the competition stage. Also, this is the first outdoor task. In this task, the group is required to tackle a series of four obstacles, which are progressively more difficult. Tackling the task requires physical implementation on ground that the candidates have shown in GPE earlier. This task therefore brings to the fore this one more aspect of intellect, thus helping the GTO to assess the candidate more comprehensively. Tackling of the obstacles requires contribution of most, if not all, members of the group, thereby ensuring dependence of members on each other. The pressures of time and problem and also the wish to lead add to the stress levels. These two factors give the GTO an opportunity to see the candidate's group cohesiveness and stability under stress as well.

Reasons for Four Obstacles:

Obstacle I: The PGT starts off with an easy "wide entry" obstacle, which also has a wide frontage, whose object is to 'shake down' the candidates into a unified working group. It therefore, aims at promoting the formation of the group and providing inner satisfaction to all its constituents for having made some contribution to the group efforts.

Obstacle II: The "narrow entry" in the second obstacle with commensurately wide frontage, restricts eff action to four to five candidates, thus, facilitating the screening of the group into 'Heads' and 'Tails'. i.e., between those who initiate solution or action and those who merely follow.

Obstacle III: The third obstacle with the "narrowest entry", and narrow frontage permits eff action by only two or three members and is of such complexity as might result in some impasse, thus facilitating detailed 'sifting of the heads'.

Obstacle IV: The fourth obstacle is again a "wide entry" obstacle with wide frontage, but of a high degree of complexity and with some degree of frustration before its solution is found. It permits adequate area along which the group can deploy itself permitting immediate active participation by every member, enriched by their experience of having tackled the earlier three obstacles. In a secondary role, the fourth obstacle will also serve to provide the mere followers, who had got side-lined in obstacle II and III, to go satisfied. Having reached the stage of co-operation in group development in obstacle II and III, the fourth obstacle with its difficult and frustrating solutions, culminates with discipline stage of group dev. From the GTO's point of view, it provides for getting the correct perspective back (Gestalt re-integration), having concentrated more on detailed sifting of the heads in the third obstacle. I.e., this process of screening and its culmination in the entire group taking part in an obstacle with "wide entry" will allow the GTO to formulate and revise in his mind a clearer picture of each candidate's specific level.

The details of the various stages of the PGT, along with their approximate timings are as under.

Obstacle	Entry	Aim	Time
I	Wide	Shakedown candidates into a unified working group; Allow room for all	3-5 Minutes
II	Narrow (4-5 Pers)	Sifting of heads and tails	6-8 Minutes
III	Narrowest (2-3 Pers)	Detailed sifting of heads and tails	12-15 Minutes
IV	Wide	Frustrating Sit; Allow room for all	15-20 Minutes

Rules:

While exec this task, the candidates have to observe the following five rules: -

The Group Rule: All the members of the group, their helping material and the load must cross the obstacle before approaching the next.

The Colour Rule: Any structure in the obstacle painted red is out of bounds to men, material and the load. Any structure painted green is out of bounds to material and load. Any structure painted white is in bounds to men, material and load.

The Distance Rule: Any distance of four feet or more, vertically, horizontally or diagonally must be bridged across and not jumped across.

Rule of Rigidity: No two rigid helping material can be tied together thereby extending the length for bridging.

Rule of Infinity The start line and the finish line as marked on the ground are to be imagined as extending to left and right till infinity, thereby meaning that they are parallel and do not meet each other.

Various methods to use helping materials as cantilever and fulcrum:

There are various solutions or methods to solve anyone obstacles. This affords greater opportunity to everyone in the group to find one or the other solution. Let us understand few methods which can be used to overcome the obstacles in PGT, HGT, CT and FGT.







Qualities that GTO observes in PGT:

Qualities expected to be demonstrated:

- Effective Intelligence
- Organising Ability
- Social Adaptability
- Co-operation
- Sense of Responsibility
- Stamina (Mental)

Qualities likely to be demonstrated:

- Ability to influence
- Stamina(Physical)
- Determination
- Speed of Decision
- Liveliness
- Courage

Points to remember:

- Be an effective member in a working group, it emerges that one has to do hardworking, reasonable involved member, forgetting his physical comforts.
- Understand and be alike to utilize the available resources and apply with economy of effort.
- Retain your cool even under pressure, preferably with a smile.
- Do not break any rules. In case if you have done so by mistake then repeat the task
- Participate actively in the group and co-operate with your group mates
- Do not try to gain GTO's attention
- Never blame or shout at your team mates
- If you cannot think of any solution, encourage your team to reach the goal and help your group mates throughout the task.

GTO's Briefing:

Gentlemen, this morning I promised you variety in your tasks, so far we have been sitting and talking. Therefore, we shall now do something more active. Are you all ready for the same?

The task that we are going to do now is called Progressive Group Task. You are all going to work as a group; hence it is a group task. You will be tackling a series of four obstacles starting with a simple one and as you go ahead, you will find that these obstacles are not so 'simple. Therein lies the progressively in the task.

We do not have natural obstacles like drain, broken grounds etc. So we have a simple method of drawing two white lines and declaring the ground in between these lines as out of bounds. Thereby it becomes an obstacle to you, which you have to cross along with a load given to you. To help you to bridge across these obstacles, certain structures are placed in the out of bounds area which you can touch. You are also provided with helping materials like planks, ballies and ropes which you can use. While doing this task you have to observe five rules.

The first rule is the Group Rule, which means that all of you, your helping materials and the load must get across the obstacle before anyone of you approaches the next obstacle.

The second rule is the Distance Rule. This means that any distance which is four feet or more, must be bridged across and not jumped across. If any infringement is made of this rule, the individual concerned must go back where he was just before this rule was violated. I would like you to check on this yourselves. If you don't, I may have to point it out.

The third rule is the colour rule. Besides the ground between the two white lines, any structure in the obstacle, painted red, is to be considered as out of bounds to men, material and the load. Any structure in the obstacle painted blue/yellow is to be considered out of bounds to material and the load. Any structure painted white is to be considered in bounds to men material and the load. Any infringement of this rule will necessitate reversal to the state prior to such infringement.

The fourth rule is the rule of rigidity. Any two rigid helping materials cannot be tied together, to make an extension.

The fifth rule is the rule of infinity. The start line and finish line as marked on the ground have to be imagined as extending to left and right till infinity, thereby meaning that they are parallel and do not meet each other.

If you are all clear about the task, I shall show you the obstacles. If you have any questions, please ask me at each obstacle after I have finished my explanation of the obstacle.

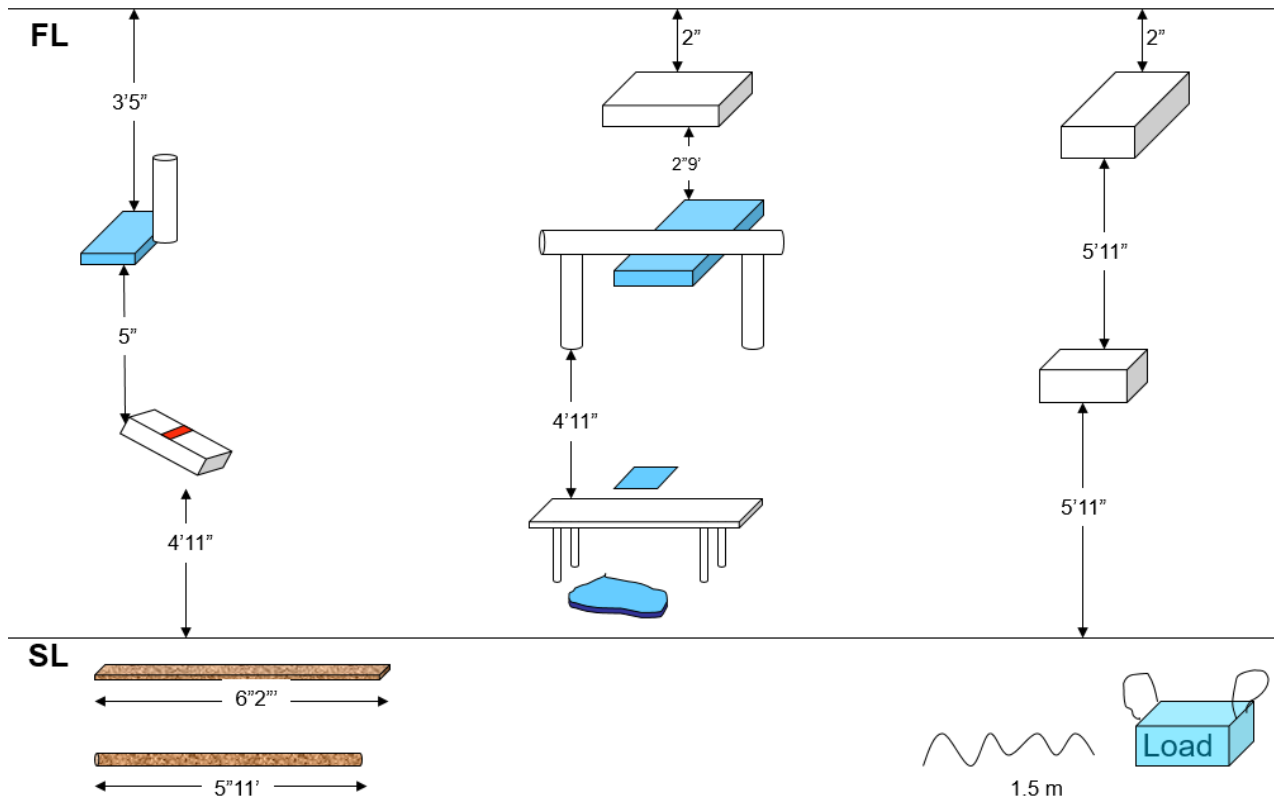
Please come along.

Note: The obstacles are so constructed as to be self-explanatory. The aim is to let the candidates have a look at each obstacle. The briefing for the obstacles therefore, would generally be confined to pointing out the load and the helping materials any restrictions on the use of helping materials, e.g.: not to join two planks, ballies or a plank and a balli, and Special features in an obstacle, if any.

"Now gentlemen, you will get 45 minutes for doing this task. The time is limited and now that you have seen these obstacles, you would have realised that the latter obstacles will take more time. Therefore, you have to work fast. If you have no further questions, please run back to the first obstacle and stand there with your back towards the obstacle. Wait for me to come and start you off"

Solved PGT obstacles:

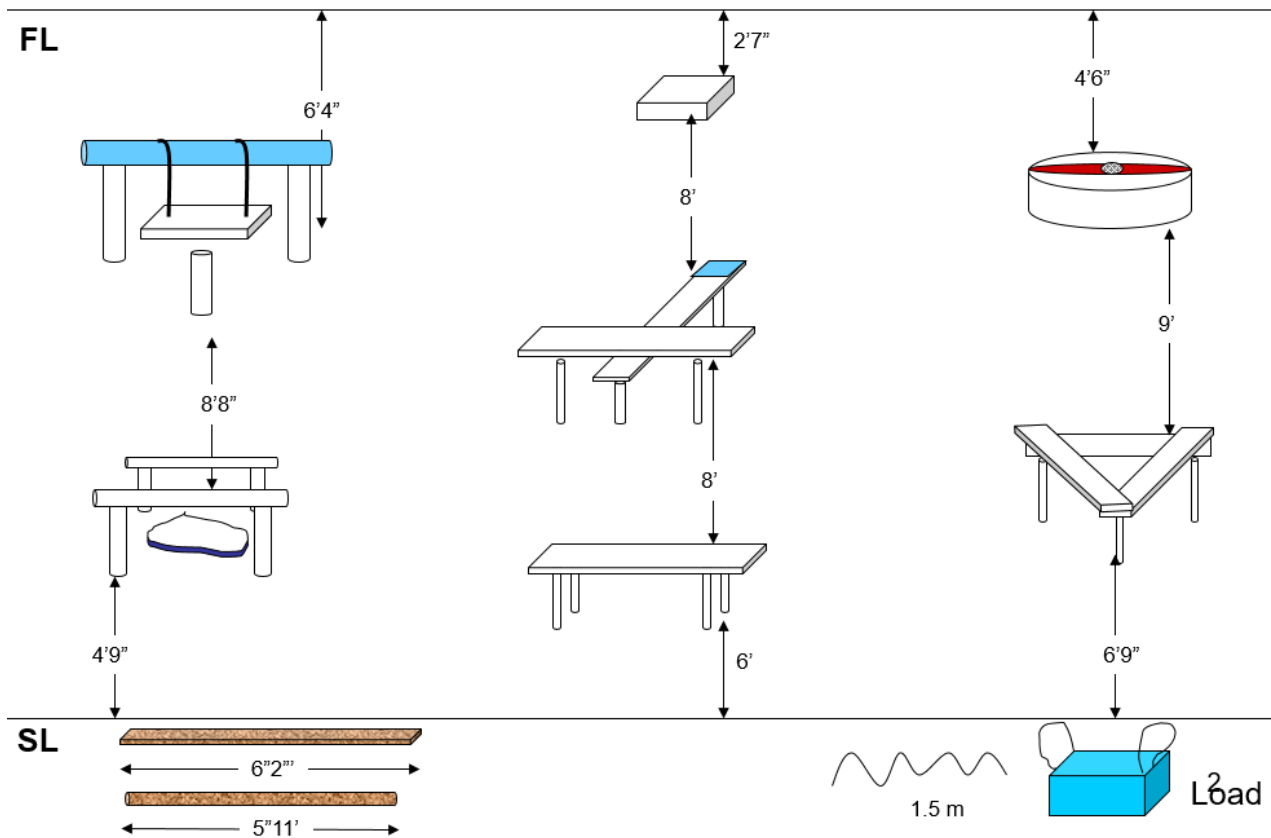
PGT - FIRST OBSTACLE



Solution:

- Plank/Balli to A1 – Plank to A2.
- Plank/Balli to B1 – Plank to B2 – Step across/Plank placed in centre of B3.
- Plank to C1 – Plank to C2.

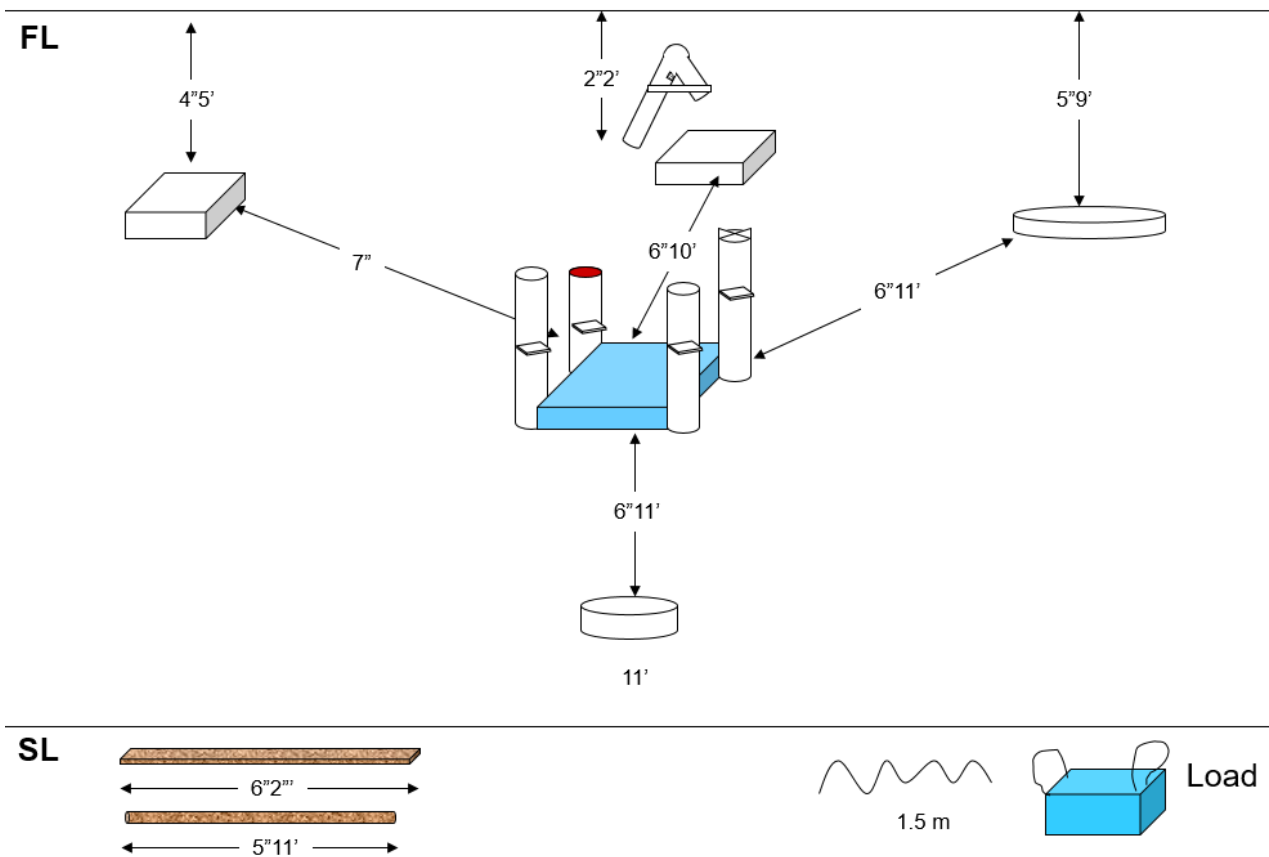
PGT – SECOND OBSTACLE



Solution:

- Plank/Balli to A1 – Balli under rear beam, over front beam - Plank bridge over pipe and swing seat of A2 – Balli extension over plank to FL.
- Plank to B1 – Plank extension to B2 – Plank tied to B2 – Balli extension over Plank towards B1 and B3 – Plank extension over C3.
- Plank extension to C1 – Plank under rear 'V' made by bench and over front bench of C1 – Balli extension over plank to C2 – Plank/Balli to FL.

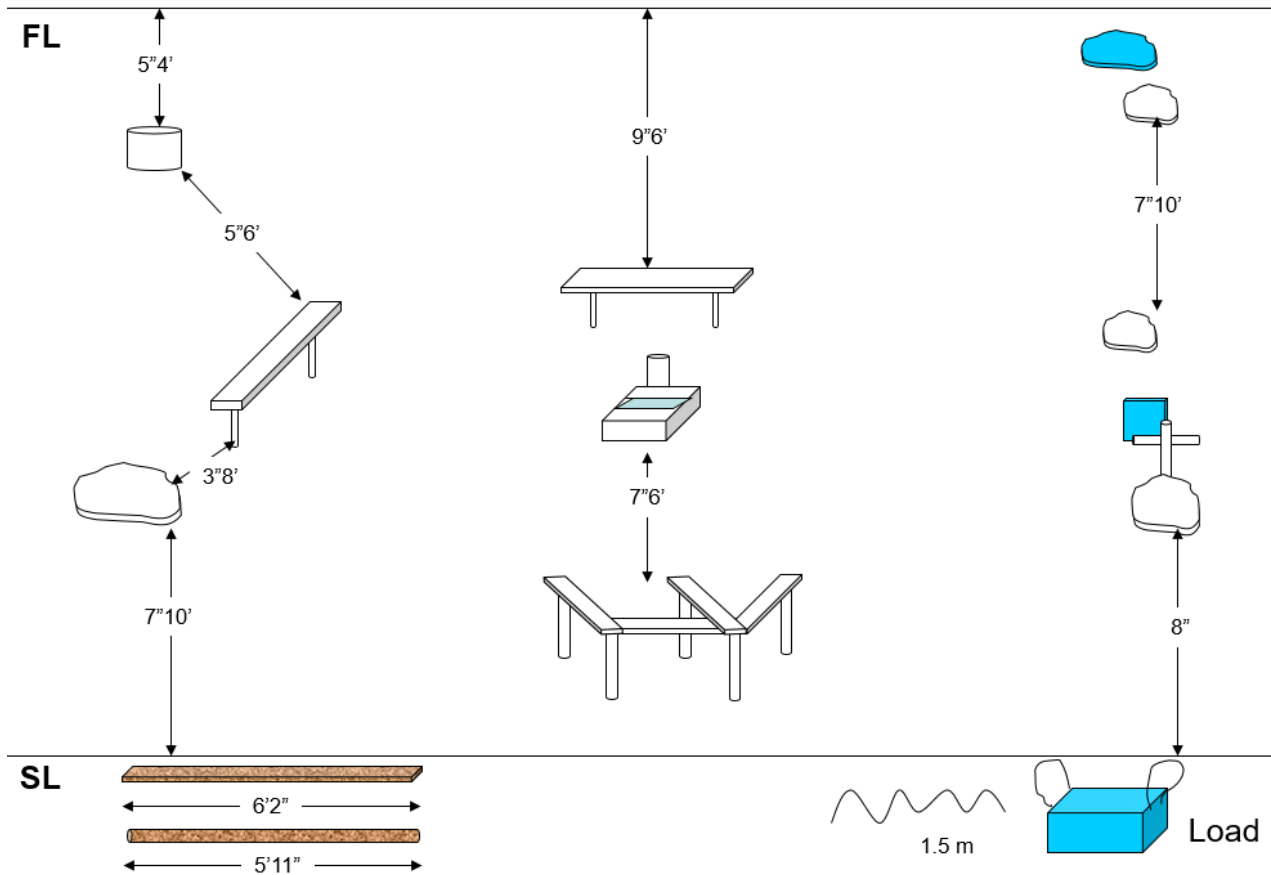
PGT – THIRD OBSTACLE



Solution:

- Plank/Balli extension over B to C – Balli tied to post C3, plank extension over Balli to D – Balli extension over D.
- Plank/Balli extension over B to C – Plank on top of C1 and C3 - Balli extension to E. Plank/Balli to FL.
- Plank/Balli extension over B to C – Rope knot on C4 – Balli over steps of C1 and C2 – Plank under knot C3, over Balli to A. Plank/Balli to FL.

PGT – FOURTH OBSTACLE

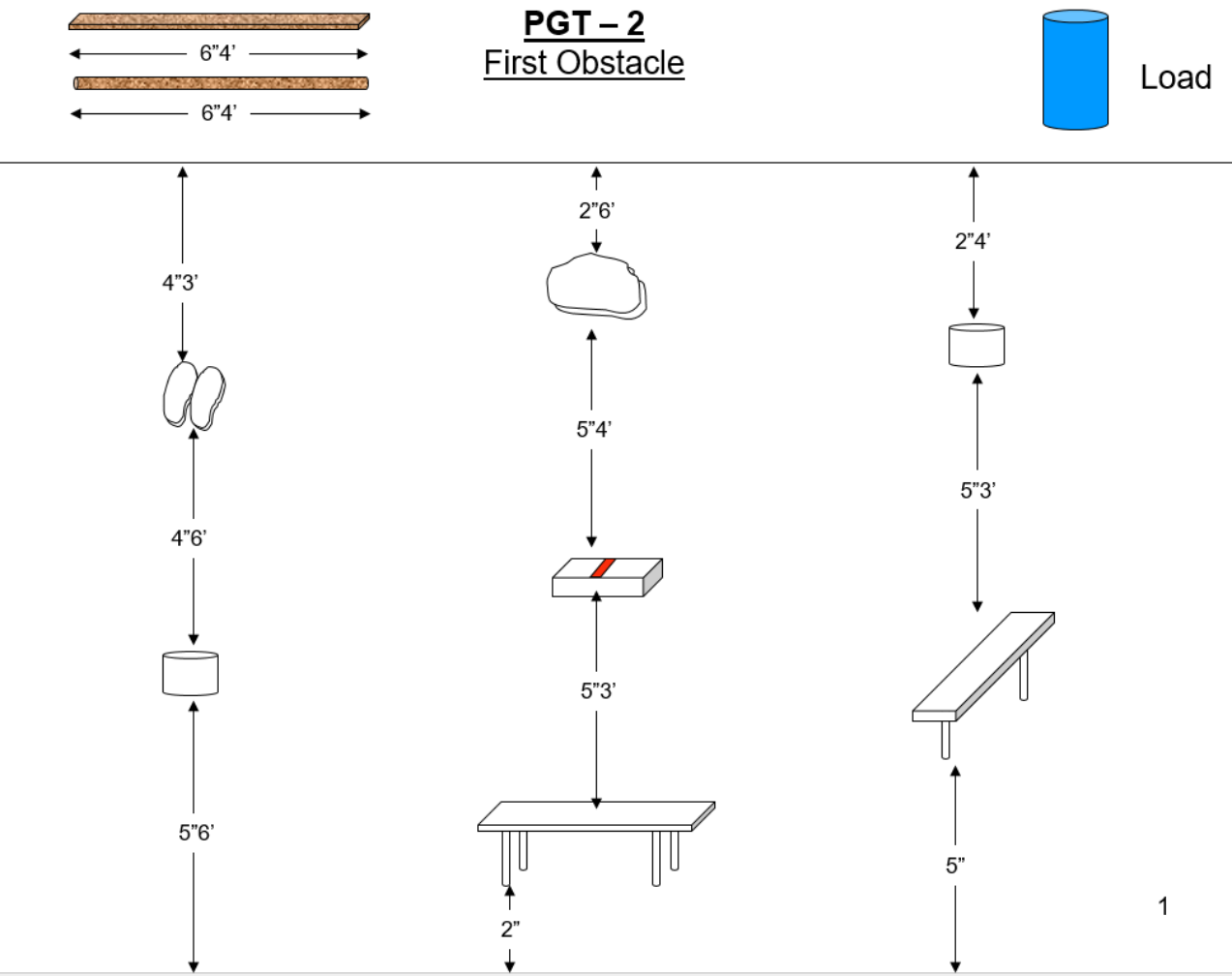


Solution:

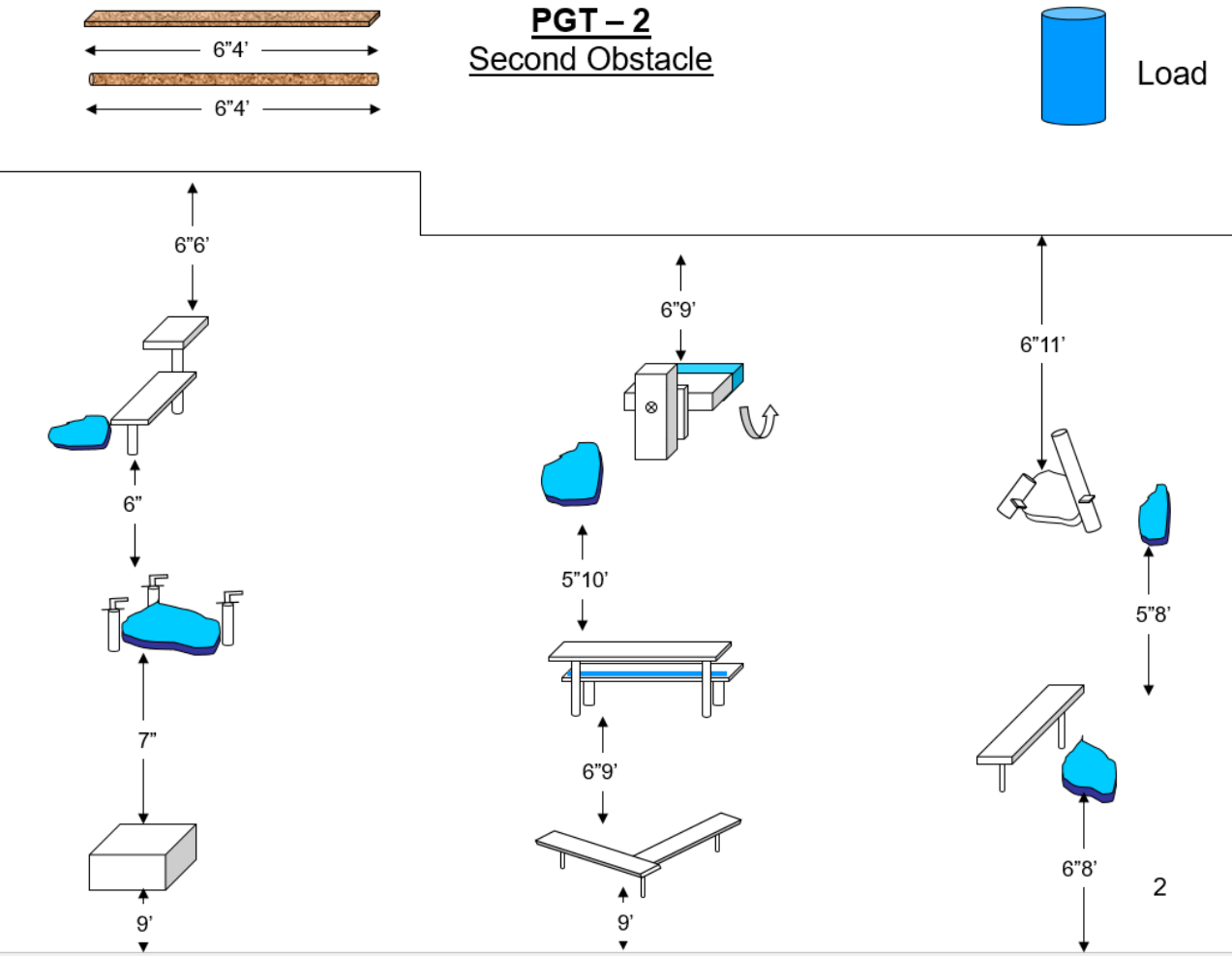
- Ground extn to A1 with balli/rope under plank – Plank over A2 to A3. Plank/Balli to FL.
- Plank to B1 – Plank under rear bench and over bench extension towards B2 – Plank under B2 bench and over pipe towards B1 for last person – Plank bridge over pipe and bench B2 – Balli over plank bridge to FL.
- Ground extension to C1 – Rope loop from cross C1 – Balli on loop to C2 – Plank over balli to C3 – Rear plank extension over C3 for last person.

Practice GTO obstacles:

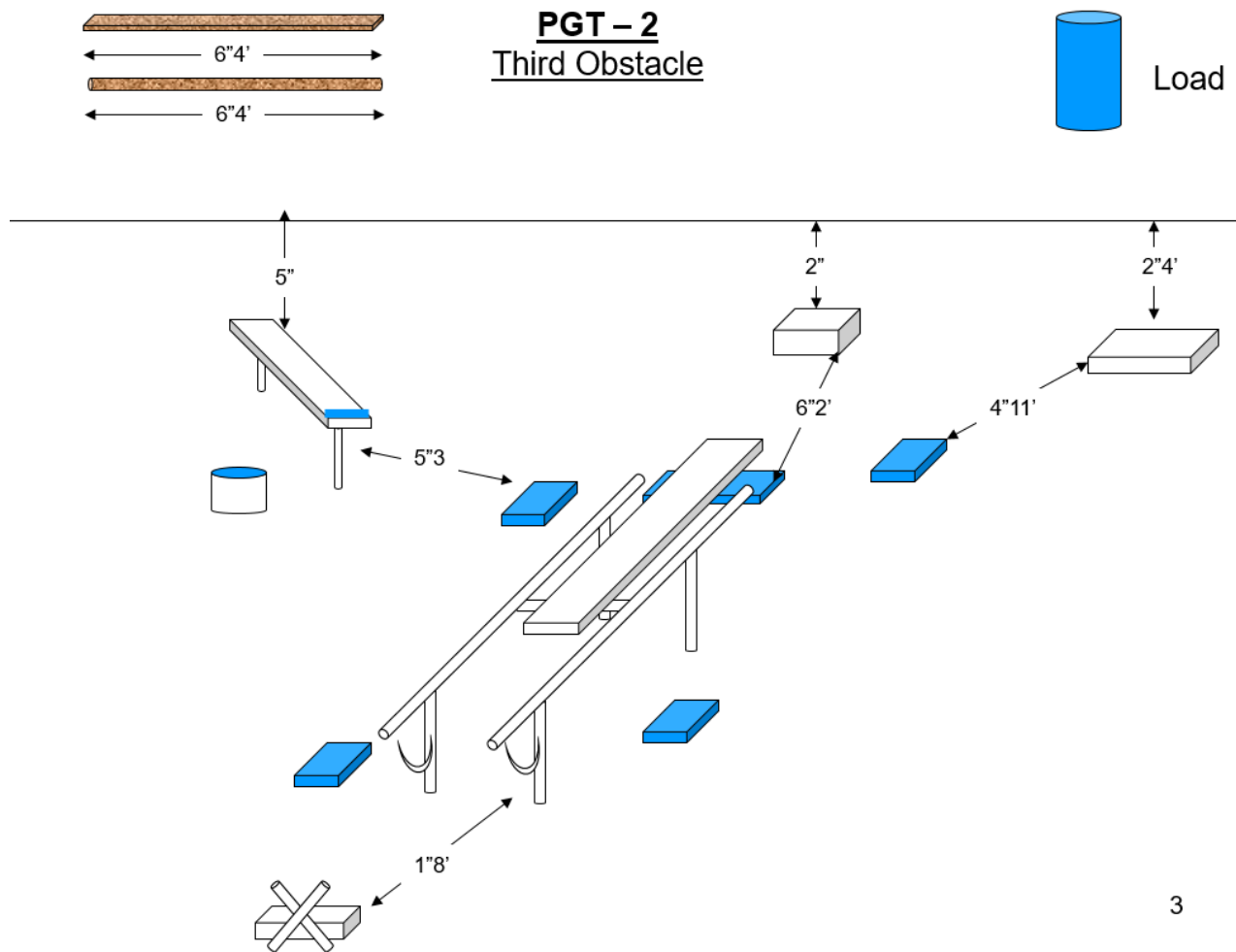
First Obstacle:



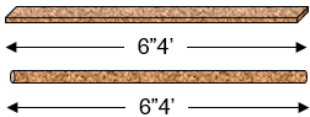
Second obstacle:



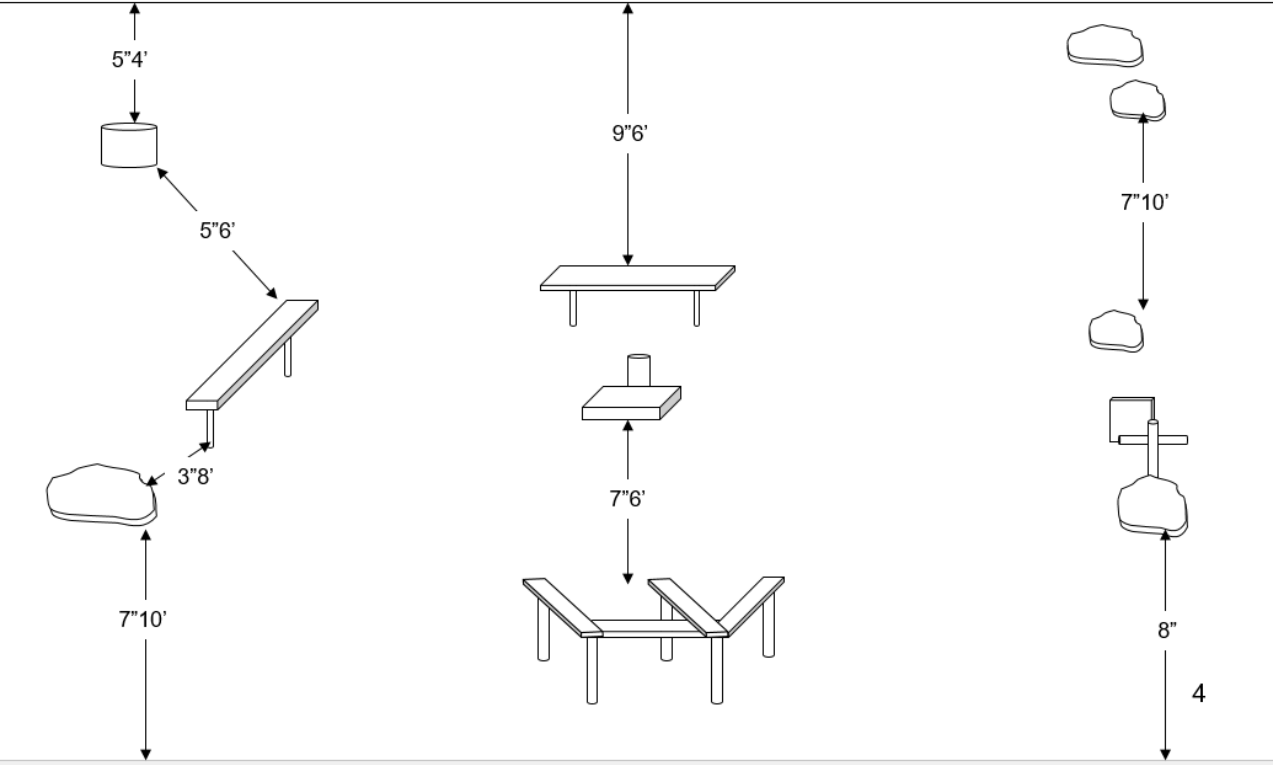
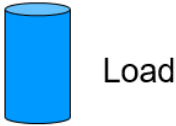
Third obstacle:



Fourth obstacle:



PGT – 2
Fourth Obstacle



GROUP OBSTACLE RACE

Introduction:

This again is an outdoor group task also known as 'Snake race'. In this task the group is made to race against another over a set of six obstacle. The group is also required to carry a snake, which is actually a tent rolled into the shape of a huge snake and it is cumbersome to carry it especially over obstacles, some of which are high.

Here in the rationale of the task is , Having worked and functional as a group as for how much can you contribute as an effective member of your group, especially when there is an actual threat in the form of another group racing against you. This task is more of physical one, but this distinctly should reveal the individuals cooperation, helpful nature, sacrifice of his comrades for the sake of the group, courage, physical fitness, coordinated movement, responsibility, healthy cooperative spirit and rule conciseness. The rules governing this task are:-

- Colour rule
- Group rule
- The snake should be held by at least 3 persons at any time.
- Between the obstacles and while starting and finishing all the members of the group should held the snake.

Apart from the aspects mentioned above, the CTL is also trying to find out certain social attributes of the candidate. Like does the volunteer, when a common punishment is awarded does he help the physically weaker members, does he lose temper with slow and clumsy member, who is slowing the progress of the group. Is he aware of sharing the common lead? Is the scared of heights? Is he amenable to rules and discipline? Does he realize his mistakes and endeavour to rectify it? Would he volunteer to do the task or a particulars obstacle, in case a weak member cannot do the obstacle?

From the above, it emanates that one has to prove himself as a healthy participant in the groups apart, who is not concerned about his personal comforts, but would do his best for the sake of the group. To this extent he should be helpful, rule conscious, volunteer, responsible, courageous and physically tough. Further, this task lasting for about for 5 minutes is under immense stress of time.

Qualities that GTO observes in Group obstacle race:

Qualities expected to be demonstrated:

- Stamina (Physical)
- Organising Ability
- Co-operation
- Sense of Responsibility

Qualities likely to be demonstrated:

- Initiative
- Social Adaptability
- Determination
- Courage

GTO'S Briefing:

Gentlemen, so far your group has been working away from the other groups. In this task, called the Group Obstacle Race, you are to race against the other groups through a course of six obstacles. Each obstacle has been divided into four parts so that each competing group sticks to its own channel throughout. Once started off you should aim at your group reaching the finishing line first.

In this race also you have to carry a load with you. This load is a rolled up tent and, because of its shape it is generally referred to as a snake. Hence this task can also be called the Snake Race.

Now there are few rules about this race. These are:-

- (a) Once you pick up the snake it must not touch the ground until you have crossed the finish line.
- (b) The snake should take exactly the same course as you take in each obstacle.
- (c) The snake is not to be folded or shortened in any manner and at any one time a minimum of three people should hold it.
- (d) The group rule is applicable. You must wait for the entire group before going to the next obstacle.
- (e) As in PGT, you or your snake must not touch any of the out of bound areas.

I would like each of you to observe these rules; otherwise I may have to impose some time penalty. Are there any questions?

I will now take you to these obstacles to show you the course that you are required to take and the channel, that you have to follow.

Points to remember:

- Hold the snake as much as possible.
- Cheer the group and help others
- Remain active
- Do not highlight minor injuries
- Volunteer to repeat
- Give an impression that you have done well in the task.

Obstacles of Group Task:







HALF GROUP TASK

Introduction:

This is next task after the snake race and this again is group task. While working in the PGT some of you could not perform as per your ability because of large number of person in the group. Such person would have wished that if the group was smaller they would have also performed. Keeping this in view HGT is conducted.

In this task the group is divided into two half. Both the group will get the same task. The task is small and single stage. All rules are applicable except the group rule. The time given is 15-20 minutes.

The GTO is attempting to find out the same traits as in PGT, but the only difference is that he can now concentrate on small group and has a wider scope to get date of almost of each candidate.

Qualities that GTO observes in HGT:

Qualities expected to be demonstrated:

- Effective Intelligence
- Social Adaptability
- Initiative
- Organising Ability
- Co-operation
- Sense of Responsibility

Qualities likely to be demonstrated:

- Stamina
- Determination
- Speed of decision
- Courage

GTO's Briefing:

Gentleman, so far you have been working as a group. At times, some of you might have felt that. With so many of you working together, you did not have adequate scope to show your best. To give you opportunity for the same, we will have the Half Group Task (HGT). As the name implies, in this task I will divide you into two sub-groups and give each sub-group an obstacle to tackle one after the other in a manner that while one sub-group is working, the other will not be allowed to watch it. The obstacle will be like an obstacle of a PGT. The same rules will, therefore, apply, except the group rule as there is only one obstacle to do.

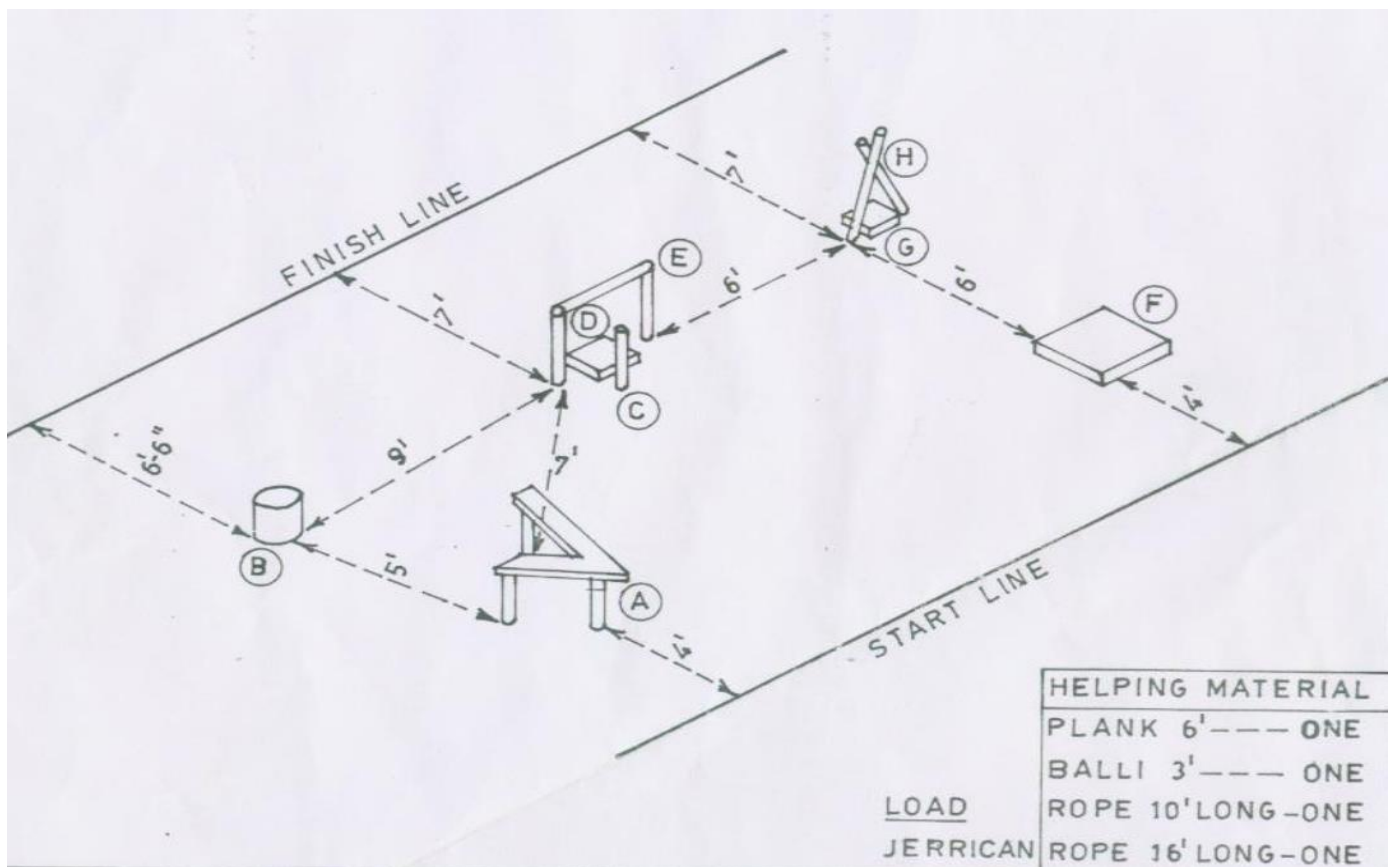
Each sub-group will get 15 minutes to negotiate the obstacle. Are there any questions?

Chest number _____ will make one subgroup and number so and so..... the other. One sub-group will stay back and I shall take you to the obstacle. Others will run back to the assembly area till they are called.

Points to remember:

- Try to take initiative while doing the task
- Your voice should be loud and clear
- Always boost up the moral of your group members and keep encouraging them
- Help your group members whenever they are in need but do not offer unnecessary help
- Never try to gain GTO's attention by looking at him
- Follow the rules and regulations throughout the task
- If you have found out the solution, take initiative and explain the whole group

Half Group Task Obstacle:



Solution: Use various methods given in the PGT sections to cross the obstacles.

LECTURETTE

Introduction:

This is the last task of GTO day one. This is an individual indoor task. Each candidate is required to give a Lecturette on a small talk on a subject. The time given for preparation is 3 minutes and 3 minutes to deliver the lecture. The candidate gets four topics on a card, and he has to choose one. In order to give good lecture on a topic, the candidate should be aware of the topic in detail with facts and fissures. He should be able to put across his views in a manner, in the time given.

Lecturette Technique:

Introduction:

The pre-eminence of communication in our lives is best summed up by **John McConnell** when he says: 'The world turns on communication'. Its significance is heightened in both civil and military leadership for, to echo the words of Leslie Buckland, 'the leaders of organizations are people who understand communication. If they didn't, they wouldn't be leaders'.

Quite aptly the LAW of military command and leadership is understood as an acronym that represents: Looks, Actions and Words. And rightly, for if one views the entire system of military training for officers or officer cadets in this light, it emerges that all along this trinity is addressed; a trinity that covers the whole spectrum of the profession of arms, ranging from bearing and turnout to social and professional conduct as well as, the no less important, communication skills.

Writing on the significance of communication skills, **Brent Filson**, a US Marine Corps officer turned communication expert, emphasizes: 'It's not enough to be a leader. You must communicate leadership. Communication isn't simply moving information. It's moving people by using information'. It is, therefore, vital that the officer leader cultivates this skill that plays such an all-encompassing role in the military profession where the human resource is the principal resource.

A Lecturette is a miniature lecture generally delivered over a span of 5-10 minutes. A successful Lecturette, like a lecture, demands careful attention to its two fundamental constituents: preparation and delivery. In the following analysis, the lecture has been made the point of study, assuming that the same aspects would apply to the Lecturette as well.

Preparation:

Tim Hindle, founder of a London based language consultancy says: 'there are two secrets to making a good presentation: preparation and practice'. The various steps that constitute the process of preparation are given in the succeeding paragraphs.

Considering Your Aims. 'Communication can't happen unless you yourself get the point: the point that you want to make' (**Filson**). Consider the topic to understand its implications and parameters in order to arrive at your focus and objectives. According to Hindle, each successful presentation has three essential objectives. The

first is to *educate*: the audience must learn something; the second is to *entertain*; they must enjoy your speech; and the third is to *explain*: all parts of the speech must be clear to the audience.

Selecting Key Points. According to statistics published by Hindle, every adult audience has a limited attention span of about 45 minutes. In that time, they will absorb only about a third of what was said, and a maximum of seven concepts. Therefore, Hindle advises that one should limit oneself to three or four main points, and emphasise these at the beginning of the speech. From this angle, compared to a lecture, the Lecturette can at best only be an overview to subject.

Collection of material. When you begin your research, keep the three or four main points in mind, and organize the material into separate files for each main point. A good starting point is to review one of the leading books on the subject and to look at its bibliography. The Internet is, perhaps, the best source of the latest information on any subject.

Sifting of Material. A thorough research should ideally give you more material than you have time for. You would need to edit it based on the level of the audience and keeping in mind the priority levels of information: *must know*, *should know* and *could know*.

Structure the Material. Having decided upon the final stock of information and ideas you wish to communicate, structure your material according to the attention levels of the audience. It has been found that audiences are known to be most alert just after the start of the lecture reaching a peak at about ten minutes. Attention fades until 30-35 minutes have passed and then increases as the lecture or presentation nears its end. The structure of a lecture or presentation followed in the Services is as under:

Introduction. An impressive introduction is essential to establish a rapport with the audience as Filson says; 'you can't lead people if you don't have their attention'. Hindle advises that since the audience is not at its most alert at the very beginning, save your stronger points for a few minutes into the lecture. But the introduction must cover the main points selected for the lecture.

Aim. The aim must always be announced very clearly, but never abruptly, and only after logically leading up to it in the introduction.

Preview. This must present, preferably with the help of training aids, the plan of the lecture: its phases or main parts and the sequence.

Main Body. This must be set out in the projected phases, with the main points followed by the subsidiary ones. But at no point must the audience be allowed to lose their interest because as Noel Coward warns, you might do anything during the lecture but don't bore the audience; and it is possible to sustain their attention only by spacing the points of interest throughout the lecture.

Conclusion. Structuring a strong ending to your presentation is as important as planning a good beginning. The conclusion must include a summary of the main points and these must be driven home with a flourish that shall make them linger in the minds of the audience for quite some time. 'It is the final impression that you leave in the minds of your audience that lingers the longest, so make sure it is a good one' (Hindle).

Writing the Script. Once the research has been completed and the structure finalized, write out the first draft in the above format bearing in mind that the spoken language uses more of simple and direct sentences, making greater use of the pronouns 'you' and 'I'. Make a second or third draft if necessary until the language is free of mistakes and the script acquires the finesse and impact you desire.

Audio-Visual Aids. These can be central to a lecture since they can illustrate difficult concepts more easily and answer the psychological needs of the audience; Filson suggests 'images have the power to change or reinforce perceptions, to motivate, mobilize, educate, and be remembered'. Modern educational technology offers a whole range of audio-visual aids ranging from flip charts, to slide and overhead projectors, to video, CD-ROM and computer graphics. Always ask yourself which AV aids will contribute to your presentation, and do not use them unnecessarily. Whatever you use must be attractive as well as readable and audible to all.

Rehearsals. These are a vital part of preparation. It is an ideal opportunity to memorize and time the material as well as smooth out the edges. You can never rehearse too much for if you are confident with your material, the audience will have confidence in you. Memorizing is important for only when you are freed from slavish reliance on your script or notes can you begin to feel and sound spontaneous.

Delivery:

An effective delivery complements good preparation and rehearsal, and there are a number of aspects that merit careful consideration. These have been elaborated below.

Confidence and Enthusiasm. These are the two most vital aspects of an effective delivery, and these are qualities that the speaker must bring to his lecture in advance, having acquired confidence from thorough preparation, and enthusiasm from a vigorous fascination for the subject, natural or generated. We must note of delivery that nothing is more likely to capture and hold the attention of the audience 'than your own enthusiasm for the subject' (Hindle). Enthusiasm is important because it even generates confidence by itself in the speaker to a considerable extent. The word comes from a Greek root meaning 'having a God within'. Emphasizing this quality, Filson says that 'an enthusiastic person has a special, almost spiritual quality of excited involvement in things'. Emerson is even more sweeping in his praise when he says: 'every great and commanding moment in the annals of the world is the triumph of enthusiasm'.

Start speaking confidently and at a natural pace, after that use tone of voice, pace and your body language to enhance your audience's understanding of what you have to say.

Contact with the Audience. This is best maintained keeping in mind the size of the audience:-

Small Audience. A group of up to 15 is categorized as small; it is possible to maintain eye contact with each member of the group and one must face the audience squarely all the time. Remember, eye contact is 'a very powerful tool that establishes a degree of intimacy between people' (Hindle).

Large Audience. Sweep your gaze across the length and breadth of the audience. Make sure that all the members of the audience can hear you; always link the ideas, sum up, emphasize and repeat the main points.

Using AV Aids: There are some points to keep in mind while using these:-

Audiences read on-screen material faster than you can read it, so do not read it aloud for their benefit.

While one half of the audience will be looking at the visual aid, the other half will be looking at you; so stand still when you want them to concentrate on the AV aid.

Do not block the view by standing in front of the AV aid.

Enhancing Your Body Image. As much as two thirds of communication between people is totally non-verbal, transmitted either through hand gestures, facial expressions, or other forms of body language, and Hindle advises that 'good body image begins with posture-the way you hold your skeleton'. The best posture in which to begin your presentation is upright with the feet slightly apart, and the body weight divided equally between them. You must also understand the ways in which various stances are interpreted: leaning slightly forward is positive, encouraging and friendly; leaning backwards, or the crossing of arms is negative and possibly aggressive. Use open hand gestures to emphasize points. Avoid bad habits such as:

- Speaking into the podium since this muffles the voice.
- Slouching looks unprofessional.
- Eye contact is lost when you look at the podium to read.
- Avoid standing on one leg or crossing your legs.
- Do not speak to the AV aids; that is, with your back or side to the audience.
- Avoid distracting mannerisms such as fidgeting, hands in the pockets, etc.

The Voice: The tone and volume of your voice have a critical effect on a presentation. Sound is produced when air passes over the vocal cords, making them vibrate. Thus the first requirement for speaking clearly is a good supply of air to the lungs; any simple breathing exercise can help in this. You must also learn to use the right pitch and intonation to communicate the exact meaning of your message. Speak authoritatively with the help of a thorough grasp of the subject, but look and feel relaxed; sound friendly and not threatening. Never harangue, rant, berate or sermonize.

Language: This is the principal means to encapsulate and convey your message to the audience. The spoken language differs widely from the written form in its structure and choice of words. Use simple and not overly long sentences and prefer short words to the long. Proper pronunciation is extremely important and it is advisable to check and practice the pronunciation of unfamiliar words well in advance. Using incorrect language or pronunciation can mar the entire effort of a thorough preparation. The audience is as unforgiving of slipshod language and faulty pronunciation as of factual errors and specious argument.

Conclusion: Communication skills are an essential part of leadership and command and, therefore, the officer leader must make concerted efforts to cultivate the ability to research and speak with clarity, confidence and conviction on any subject that he may be called upon to do so. A thorough preparation paves the way for an effective delivery that must take into account the attention span of the audience and their need for a multi-sensory experience

In the opinion of communication experts, preparing and delivering good speeches is not a science but an art and like any art, it takes years of hard work to progress from the humble beginnings of a hesitant fumbling for words to the oration that inspires enthusiasm and adds an additional dimension to your leadership: the ability to influence men under your command.

Qualities that GTO observes in Lecturette:

Qualities expected to be demonstrated

- Expression (verbal)
- Self Confidence
- Ability to influence
- Reasoning Ability

Qualities likely to be demonstrated

- General Awareness
- Liveliness

Points to remember:

- Select a topic in which you are confident of speaking for about 2.5 minutes without reflexion and hesitation. Because the last half minute, you would be winding up or concluding your talk.
- Recollect 4-5 main thrust points of your topic add collaborates on them.
- When you face the audience and speak, introduce and explain the topic. For example, if you have chosen, to talk an environmental solution, start like this:-

Respected Sir, and friends, the topic I have chosen for.....

In many problematic issues affecting the society and humanity as a whole you as a responsible individual have to play a part- you are expected to contribute your might to it. You should say, " The government is doing this, that and this -----, we as the younger generation can and should do this. Thereafter, end the topic, properly winding it up with the optimistic note.

- Never resort to mannerisms and notice.
- Never try to put on an artificial accent.
- Your natural self and concentration on the whole group and don't patronize one side of the group or an individual.
- Stand erect in a balance manner. Even the way you stand and face the group, suggest something of your personality and demeanour.
- Don't give wrong facts and figures.
- Do not overshoot the time given and do not give up before time

GTO's Briefing:

Gentlemen, this task is called lecturette. I have with me a number of lecture cards. Each card has four subjects on it. Each of you by turn will get a card. Choose se one of the subjects given therein, think over it for about three minutes and then come and give a short talk on the same for about three minutes to the rest of the group.

Chest No.1, who is first on the list, will take a card from me, go a little away from us to choose the subject and think over it. After about three minutes or earlier if he is ready, he will hand over his card to me, stand in front of the group and give his talk. As soon as No.1 is ready for his talk, No.2 will take the next card from me so that while No.1 is talking No.2 will be preparing his talk.

On my calling, No.2 will hand over his card to me and No.3 will take the next card from me. We shall carry on this way till all of you have given your talk.

"Gentlemen, to keep you informed of your time, after two and half minutes of your talk, I will give a tap on my board. You should try and wind up the issue in the next half a minute, failing which I shall give another tap on my board to indicate end of your three minutes.

Important Topics for Lecturette:

Topics for CDSE

CARD- I

1. India and US in changing world.
2. Literacy.
3. Sexuality in the times of aids.
4. Child labor.

CARD- II

1. Disinvestment in India.
2. Use of Polythene: Boon or a Curse.
3. E-commerce.
4. Hospitality industry.

CARD- III

1. War and media.
2. Liberalization.
3. Fifty years of higher education.
4. Information and Communication technology.
5. Dowry.

CARD- IV

1. Indo-Pak relation and SAARK.
2. Land reforms in India.
3. Class, Cast and Gender.
4. IT experience in India.

CARD- V

1. New threats to Oil and Gas in West Asia.
2. Economic Growth.
3. Industrialization.
4. Morality in public life.

CARD- VI

1. Rural Development- Importance, Meaning and Approach.
2. The public and the Private.
3. Communal Politics.
4. Improving People's lives.

CARD- VII

1. Restructuring of UN Security Council.
2. Rain Water Harvesting.
3. Global Warming: Deadlier than Terrorism.
4. Noble prize.

CARD- VIII

1. The Multicultural path: Issues of Diversity and Discrimination in Democracy.
2. The Dynamics of Technology.
3. Social movements in India.
4. Metro Rail.

CARD- IX

1. Rise in crude prices: Impact.
2. Outsourcing of jobs.
3. Scrap Import Policy.
4. Racism.

CARD- X

1. Justice, Equality and Community.
2. Challenging Untouchables.
3. E-Governance.
4. Dengue fever.

CARD- XI

1. The impact of Political and Economic Reform on India's Federal System.
2. Population Explosion.
3. Terrorism.
4. China and the Middle East.

CARD- XII

1. Disinvestment in India.
2. Use of Polythene: Boon or a Curse.
3. Reliance Industries and the Ambani brothers.
4. Olympics.

CARD- XIII

1. The Imagined Economics of Globalization.
2. Decentralization and local Politics
3. Higher Education in India.
4. Information technology.

CARD- XIV

1. Indo-Burma relation.
2. Kerala and Tourism.
3. India: a strong emerging world market.
4. Electronic Voting Machine.

CARD- XV

1. Independence and Partition.
2. Media ownership.
3. PSUs.
4. ATM System.

CARD- XVI

1. Secularism, Democracy and Justice.
2. Brain Drain.
3. India and Olympics.
4. Bollywood.

CARD- XVII

1. US and UN Security Council.
2. Indian Agriculture.
3. Tsunami Disaster and India.
4. Beauty Pageants.

CARD- XVIII

1. Empowering the Oppressed.
2. TV and Social change in Rural India.
3. Article 356.
4. Child Abuse.

CARD- XIX

1. Water Crisis.
2. Dual Citizenship.
3. Voters and Voting.
4. Poverty.

CARD- XX

1. Good Governance, Democratic Societies and Globalization.
2. Recent spurt of violence in Iraq.
3. Surrogate mothers.
4. Video Piracy.

Topics for NDA entry

CARD- I

1. Banking Reforms.
2. Population and Indian Economy.
3. China as Super Power.
4. Green House Effect.

CARD- II

1. Blueprint for Rural Development.
2. Tourism in India : An unexploited industry.
3. Indian Judiciary, Is it effective.
4. Cinema and Violence.

CARD- III

1. Economics of Globalization.
2. India in 2020.
3. Public Sector Unites.
4. Mobile Phones.

CARD- IV

1. Indo-Israel relations.
2. Constitutional amendments.
3. Cyber café: A Boon or Curse.
4. Personality: Genetic or Acquired.

CARD- V

1. Dalits in Modern India.
2. People's Right.
3. Cloning: Curse or Boon.
4. Child Abuse.

CARD- VI

1. India's Nuclear Policy.
2. Democratic Governance in India.
3. Adult Literacy.
4. Sex education.

CARD- VII

1. Interlinking of Rivers in India.
2. Golden Quadrilateral.
3. Tsunami.
4. Miss World.

CARD- VIII

1. Decentralization and Local Politics.
2. Indian Democracy.
3. Nationalism.
4. TV Serials and its impact.

CARD- IX

1. Violence, Law and Women's rights.
2. NRIs and India.
3. Elections and 20th century Politics.
4. Poverty.

CARD- X

1. US Presidential elections.
2. Two child norm: need of hour.
3. India's performance in Olympics.
4. SMS and MMS.

Some other important topics for Lecturette:

Data encryption, Nanotechnology, Fibre optics, Digital India Juvenile crime, Aadhar card, Paper leakage, Reservation system, ISRO vs NASA, Defence budget, Medical science, Biotechnology, Mobile communication, Sting operation, National Integration, ISIS, Role of India in United Nation, Election Commission, Make in India, Organ donation, North East, Evolution in telecommunication, Organic farming, Paid media, Privacy, Right to information, Right to education, South China sea, India's foreign relations, Sports in India, Agriculture in India, E-commerce, Corruption in politics, Medical transcription, Kashmir, Communal riots.

INDIVIDUAL OBSTACLES:

Introduction:

As the name indicates, this task is an individual task. The candidate has to go over a course of 10 obstacles during the time of 3 minutes. The obstacles are remembered from 1 to 16. The number of obstacles denote two things:-

- 1) The serial numbers.
- 2) The marks you score, if you do it successfully.

Though, they are numbered, they are not arranged in a serial fashion on the ground. Hence you will find that no 1 is in one corner and no2 may be in the other corner. Meaning thereby, that they may be arranged or laid in a haphazard manner. The candidate can go over the course in any sequence that he wishes to do. That is, he does not have to do it serially. Supposing a candidate completes all 10 obstacles successfully he can start repeating the course again not necessarily serially. The successful way of doing it is the exact way the GTO has explained it to the candidates. But then the repetition is allowed/possible only if you have completed all the 10 obstacles successfully once. Your endeavour should be to score maximum marks possible in the allotted 3 minutes.

Qualities that GTO observes in Individual obstacle:

Qualities expected to be demonstrated

- Stamina (Physical)
- Courage
- Determination
- Organising Ability

Qualities likely to be demonstrated

- Self Confidence

Points to remember:

- Do not try to do it serially.
- Plan your course in such a manner that in one unhesitating, uncompressed sense, you do all the ten first.
- Sometime, in certain boards, you find that the obstacle are placed in cluster of 2-3. So you plan in such a manner, that you do certain clusters first.
- If your feel that there is a certain obstacle that is difficult for you, try and do it successfully so that there is one thing less to worry about and also because you can repeat the course only, when you have successfully completed the whole courses. If you keep it for the last may be due to exhaustion, you may not be able to complete it and hence even if you have time, you may not be able to repeat.
- Show urgency and a sense of purpose in your effort.

- Plan your course in such a way that the GTO go to impression as such and also that you know, what you are doing.
- A confused person is one who gets lost on the course.
- Do not hesitate on heights or pits. There is a lot of difference in being cautious and showing cautions. If a follow shows or exhibit caution in doing something it is but natural, but if he is always cautious in doing something, his courage is suspect.
- Do not walk away from the course, till your time is up.

GTO's Briefing:

Gentlemen, this task is called individual obstacles. It consists of ten obstacles to be gone through by each one of you individually in three minutes. The obstacles are numbered from 1 to 10. The number on the obstacle indicates the points you will get, if you tackle it successfully. Therefore, if you do all the ten obstacles within the time allotted to you, you will secure 55 points. When I take you round the obstacle course, you will find that these obstacles are not serially arranged. You are at liberty to tackle these in any order you like. If you find that you are losing too much time on any obstacle, you may leave it, if you like, and come back to it again later. If you complete all the ten obstacles and have sometime still left to you, you can repeat the obstacles and, depending upon which of the obstacles you repeat, you will get that many extra points. Remember, gentlemen, no repetition is allowed till you have completed all the ten obstacles and, even while repeating, you are not to go over the same obstacle more than once.

I shall now show you these obstacles and explain, what is required to be done. I will then give you two minutes to go around. Thereafter, I shall explain to you how I propose to conduct this task. Are there any questions?

Gentlemen, I have with me a whistle and a stop-watch. We shall start with chest No.1 and others will follow him by turn in numerical sequence (sequence to be spelt out). No.1 will stand in front of the obstacle from where he wants to start. Others will sit on that bench (to be pointed out) with their backs towards the obstacles. Please do not look back at your friends doing these obstacles. I shall blow the whistle to start off No.1 and time him. Half a minute before his time is over, I shall shout 'next'. No.2 will immediately run up to the obstacle from where he wants to start but will wait for my whistle. This will also indicate to No.1 that half a minute is left for him. When I blow the whistle next, it will signify the termination of No.1's time and commencement of No. 2's time. No.1 will come down from whichever obstacle he is doing at that time and sit on that bench (to be pointed out). I shall follow the same procedure for all of you. There is a first aid box kept with the grounds man and if at all anyone of you pick up any bruises he will apply the medicine. Are there any questions?

Obstacles:

Single Ramp: In this obstacle you have to run over a ramp and jump on to the sand pit.

Double Barrel: In this obstacle there are two barrel placed one after the other. You have to run and jump over the barrel.

Balancing Beam: In this obstacle there are two to three wooden beam in a zig-zag form. You have to climb from one side and walk to the other end without falling.

Screen Jump: In this obstacle you have to come running from a distance over the ramp and over the screen without touching it.

Burma Bridge: It consists of two fixed ropes parallel to each other. Both the sides have ladder to climb up and get down. You have to climb from one end, walk across to other end and get down.

Tarzan Swing: In this obstacle you have to climb a platform using ladder. Once you climb the platform, a rope will be handed over to you. You have to hold the rope then take a swing and land on the ground beyond a particular point.

Double Platform Jump: In this obstacle there are two wooden platform. You have to climb the first one using ladder then jump to the shorter platform and the finally jump on the ground.

Double Ditch: In this obstacle there are two ditches. There is a rope hanging in the middle of the first ditch. You to run from a distance, jump and hold the rope and land on the other side of the ditch. Again take another jump to cross the second ditch.

Commando Walk: In this obstacle you have to climb the platform using ladder then walk to the other side of the platform and get down using ladder.

Tiger leap: In this obstacle you have to climb up to a wooden platform, take a leap and hold the rope and come down.

Following are the ten obstacles which a candidate has to face in the individual obstacles.



Single Ramp



Double Barrel



Balancing Beam



Screen Jump



Burma Bridge



Tarzan Swing



Double Platform Jump



Double Ditch



Commando Walk



Tiger Leap

COMMAND TASK

Introduction:

This system is an individual task. Here, each candidate is given an assignment – a task he is responsible for planning, execution and completion of the task in the given time of 15 minutes. He can take 2-3 colleagues as his subordinates from the group to do the task. The rule governing the task are the same as in other outdoor tasks, less the group rules, since there is only one obstacle and since it is an individual task. The main thing to understand in this task, that it is an individual task and the subordinates are provided to assist you. It is your responsibility to plan to execute and complete your task. You are the one to give ideas; you have to implement them, you have to direct your subordinates. Finally it is you, who is being assessed though the conduct of the subordinate is also under scrutiny.

If the Command Task is conducted after individual obstacles, the candidates are given a short break. The GTO should inquire the wellbeing of the candidates before commencement of the task. Thereafter, he briefs the group, detailing the roles of the commander and also of subordinates. One Command Task is pre-selected for each candidate and before it is allotted, he is detached from the group by the GTO to be taken and shown his task. In this first, one-to-one contact with the GTO, the thought that he will be in the focus of attention and the anxiety to do well in his task, builds up tension in the candidate. The GTO, therefore, seeks to de-tense him by showing personal interest in him through his informal chat enquiring about his comforts, food, inconveniences if any and so on, thus taking his mind off from the task till such time as the GTO has strolled along with the candidate to the obstacle chosen for him. It is imperative that the GTO guards against the temptation of seeking any bio-data about the candidate by an 'unscientific partial interview' which might vitiate his judgment. The candidate after being shown his task, is asked to nominate his team. The time for marshalling his team enables the candidate to make his plan and be ready for his execution on arrival of the team. Once the task commences, the commander has a free hand in the conduct of his task and later, if any interference comes from any of his team mates it is only at the commander's behest. Through his quick reactions and careful handling, the GTO seeks continuous productive data out of the command task and prevents any mishaps.

Values of Command Task:

The following are the values of Command Task

- An individual may have urge for leadership and responsibility but not the capacity, or the capacity but not the urge.
- The Command task aims to elicit leadership capacity, which may not have been revealed in the leaderless tasks.
- Individuals may be responsibility seekers or responsibility acceptors; the latter will accept responsibility but will not see it.
- Individuals may be capable of functioning at sufficiently high level if compelled but do not seek responsibility or leadership on their own appropriate level, which could be due to: -
 - Lack of mature sense of responsibility
 - Lack of confidence

- Inexperience
 - Genuine modesty
- Individuals with sufficient but lesser ability may be responsibility seekers but may not get opportunity due to presence of stronger candidates.
- By giving a problem and a group to handle, the inhibited, shy, modest or lazy responsibility acceptors can be revealed as well as lesser leaders who may be responsibility seekers but whose ability has been clouded by the more dominant ones.
- The Command Task lays stress on different roles in group effectiveness.
- Accepting the responsibility
 - Planning the solution of the problem
 - Organising the group in some detail
 - Co-ordinating and controlling the members
 - Co-op with the group members.
 - Execution
 - Working patiently and persistently/especially in unfavourable conditions
 - Ability to stand up to difficulties and setbacks

Pre-Selection of Command Task:

Based on the recordings during the basic series and previously held tasks of the confirmatory series, the GTO would have worked out and marked the following: -

- Tentative level of each candidate
- Doubts not yet completely resolved

Therefore, selection of a CT for each candidate from the large bank of CTs of differing nature and degree of difficulty available with the Selection Board, will depend on the following:

Clear Adequate Candidates Difficult tasks commensurate with their abilities, so as to fully exercise them and not discourage others.

Clear Inadequate Candidates: Simple tasks so as not to discourage them or disturb the balance of the group.

Border liners: Tasks of different complexity depending upon the types of doubts to be resolved or type of evidence sought.

The shy and the timid or submissive: Task demanding sufficient firmness to give crisp, clear and quick decisions.

The impetuous, somewhat irresponsible: Task requiring exercise of care, precision, deliberation, and persistence in the face of frustration.

Lethargic: Task requiring hard work, dash and expedition.

Candidates with Oeuvre on Reaction to Stress Task with a good deal of frustration.

Qualities that GTO observes in Command Task:

Qualities expected to be demonstrated:

- Effective Intelligence
- Liveliness
- Organising Ability
- Speed of Decision
- Sense of Responsibility
- Stamina (Mental)

Qualities likely to be demonstrated:

- Determination
- Social Adaptability
- Co-operation
- Expression (Verbal)
- Effectiveness
- Courage

Points to remember:

- Understand the task thoroughly, when the GTO explains it. Clarify, if some feature are not clear, but do not ask double regarding rule to him, which he would have explained earlier. This will only reveal the fact that you are incapable of remembering simple instructions.
- The helping material and relate them to the structures and imagine the utilities of the same.
- Choose your subordinate not because you travelled together or he is your country cousin but be discriminate him further, you may like to have a suitably held working fellow. But avoid the rigid die hard persons, who may question you.
- Try and retain ideas from the previous task and if they are handy as them. But do not use them blindly or in an unimaginative manner.
- Do conscious of the rules. Do not break them. In case of your subordinate's breaks rules, check them, do not punish or abuse them.
- Work along with the subordinates. A good commander is one, who will work along work with his subordinates. In any case, it is your task and unless you get physical involved, the subordinates will not get motivated.
- Treat your subordinates with politeness in a business-like fashion. If somebody has done a good job encourage him.
- If you get stuck due to some reason, or because GTO has denied out some resources, do not ask suggestions from your subordinates. Out work solutions yourself. Remember all the outdoor task have a maximum of 3 independent workable solutions.

- Sometimes, the GTO may use some resources helping material or certain structures. This is only to pressurize you. So do not get nervous or come under stress. Be cool, think and find a workout.
- Endeavour, should do to complete the task. But do not worry, if you could not complete the task because it may also be due to the fact that the GTO has put impediments in your way. So, when he asks later, explain clearly, as to what you have planned to do.
- Never blame your subordinates for your inability to complete the task.
- Before you begin the task, explain the task and rule to your subordinates briefly. After the task, when they are to go, thank them.

GTO's Briefing:

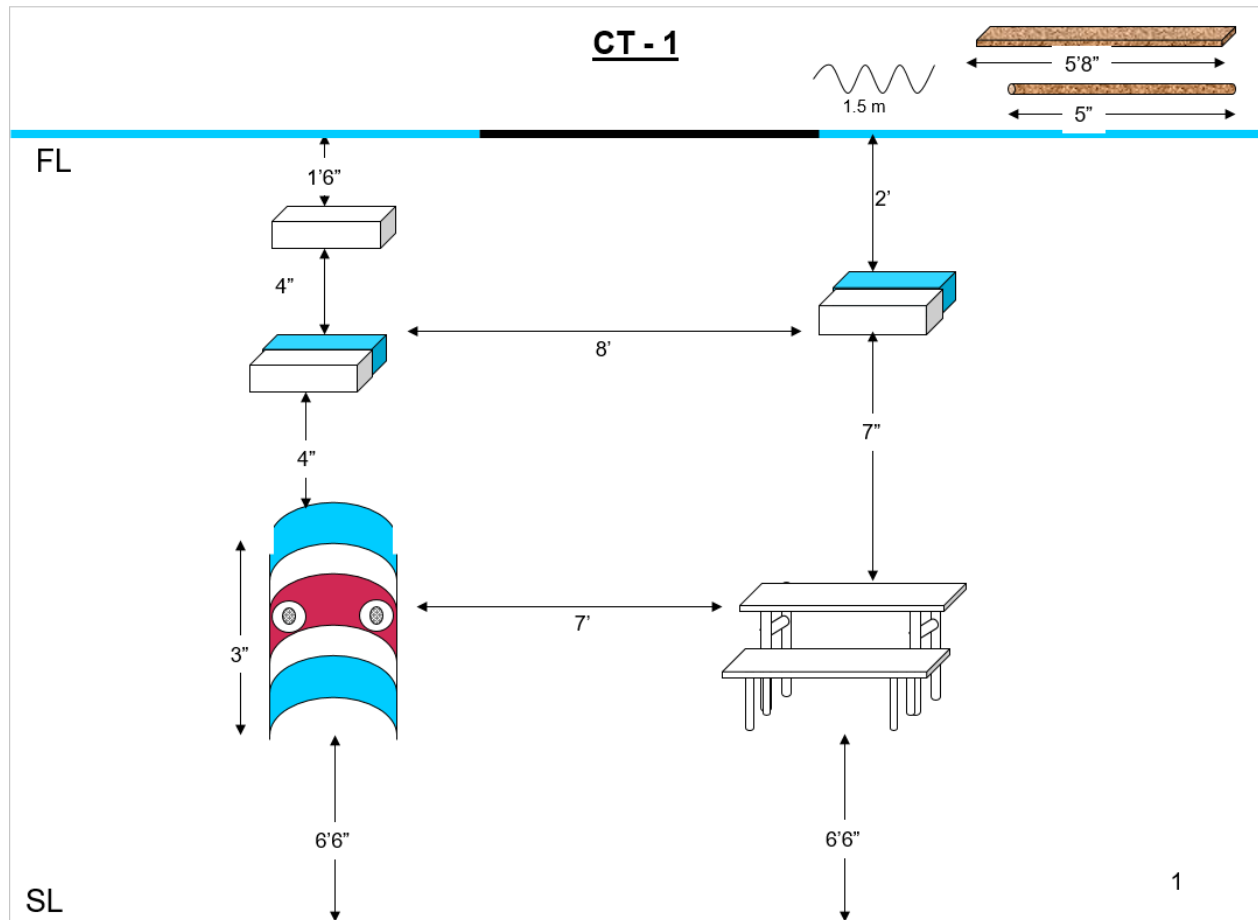
Gentleman, in your group tasks so far you have been working as equals, where each of you had the same say as to how the task could be done. At times, you might have felt differently to the plan of action adopted by your group. This task, called the command task, will afford an opportunity to you of doing the task in your own way.

Each of you by turn will be nominated as a commander for one task. You will then do your task in the manner you want without anyone else questioning you or interfering with you. The task will be like an obstacle of a PGT with similar rules, except the group rule, for obvious reasons. You will be allowed 15 minutes each to complete your task.

Each commander will have the choice of his own team from amongst the group members. Excluding the commander, the team will consist of two members.

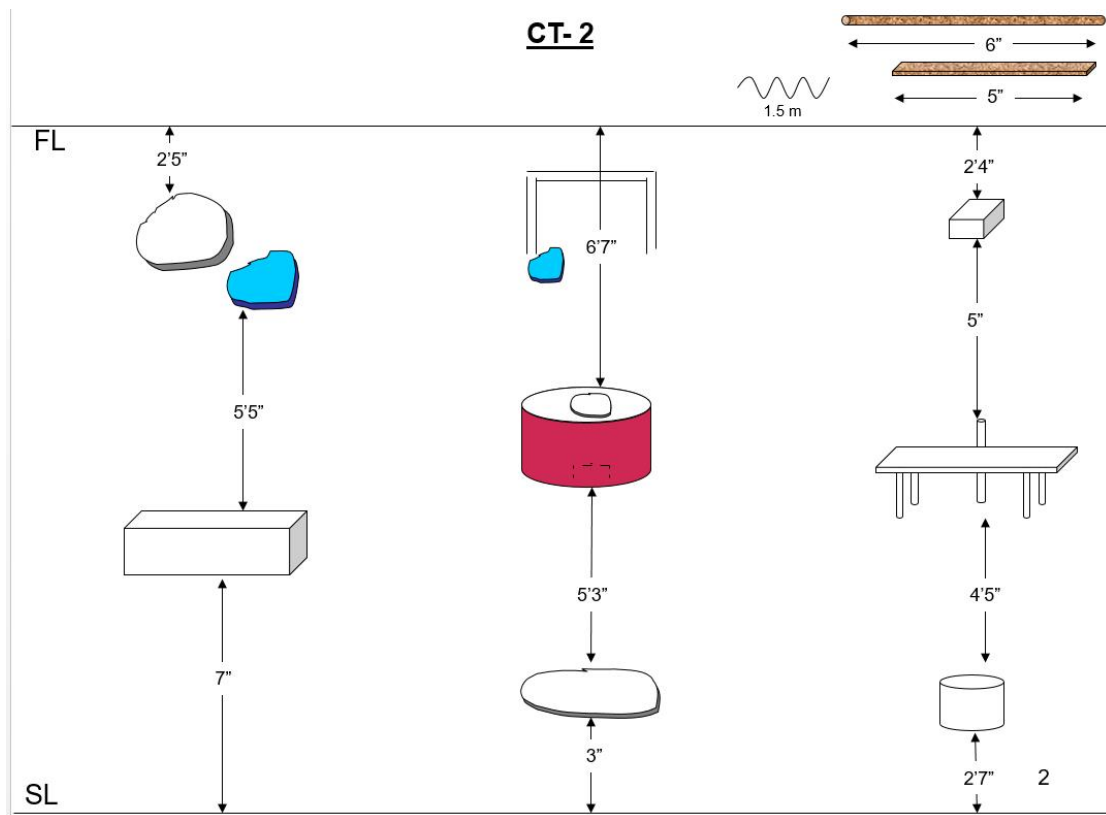
Now those of you who are chosen as team mates must do as the commander tells you to do whether you approve it or not. After all, the responsibility of doing the task is his and it is only fair that his wishes are carried out unquestioned. Therefore, no one else should do anything directly or even indirectly on his own; you should not even speak unless specifically addressed to by the commander.

Command Task Obstacles:



Solutions to CT -1:

1. Plank extension over balli at SL to A1 – Balli over A1, plank extension over balli to A2 – Plank over Balli for bridge to A3. Step to FL.
2. Plank extension over balli at SL to A1 – Balli in hole towards B1 – Plank over Balli to B1 – Balli over rear bench through side legs of front bench B1 – Plank bridge over balli to B2 – step to FL.
3. Plank extension over balli at SL to B1 – Plank tied to front bench – Balli over plank to B2 – step to FL – balli extension from FL over B2 – plank from balli to B1 for last person.



Solution to CT 2:

1. Plank over rope extension towards A1 – Balli over plank to A1 – Plank balance over A1 to A2 – rear extension of plank over A2 for last person.
2. Plank extension bridge over B1 towards B2 – Step to B2 – Balli under step through hole towards B3 – Step to B3 – rope loop from horizontal pipe – plank over balli and rope towards FL – step to FL – plank extension from FL to rope loop and balli extension to B2 for last person.
3. Plank extension over C1 – Balli over plank to C2 – Plank under bench and over pipe at C2 towards C3 – Balli rear extension over C3 for last person. Step to FL.

FINAL GROUP TASK (FGT)

Introduction:

This is the last task of the GTO and moreover the final chance for the candidates to show their qualities. Final Group Task is similar to PGT and HGT. The only difference is that in PGT and HGT you have to cross many obstacles but in FGT you have to cross only one.

Rules:

While executing this task, the candidates have to observe the following five rules: -

The Group Rule: All the members of the group, their helping material and the load must cross the obstacles before approaching the next.

The Colour Rule: Any structure in the obstacles painted red is out of bounds to men, material and the load. Any structure painted green is out of bounds to material and load. Any structure painted white is in bounds to men, material and load.

The Distance Rule: Any distance of four feet or more, vertically, horizontally or diagonally must be bridged across and not jumped across.

Rule of Rigidity: No two rigid helping material can be tied together thereby extending the length for bridging.

Rule of Infinity: The start line and the finish line as marked on the ground are to be imagined as extending to left and right till infinity, thereby meaning that they are parallel and do not meet each other.

Qualities that GTO observes in Final Group Task:

Qualities expected to be demonstrated:

- Effective Intelligence
- Organising Ability
- Social Adaptability
- Co-operation

Qualities likely to be demonstrated:

- Initiative
- Liveliness
- Speed of Decision
- Determination
- Sense of Responsibility

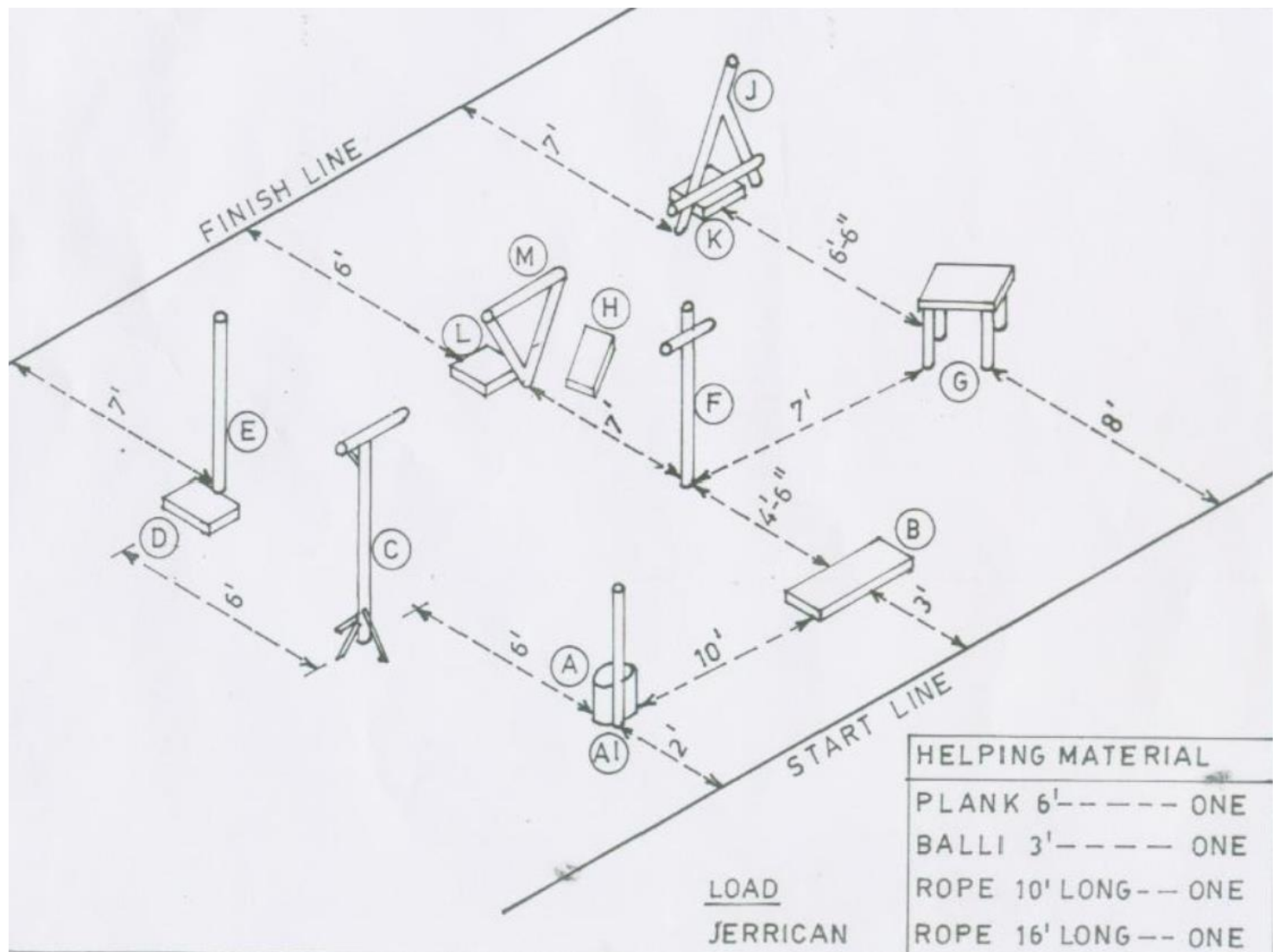
Points to remember:

- Be an effective member in a working group, it emerges that one has to do hardworking, reasonable involved member, forgetting his physical comforts.
- He should understand and be alike to utilize the available resources and apply with economy of effort.
- He should retain his cool even under pressure, preferably with a smile.
- Do not break any rules. In case if you done so by mistake then repeat the task
- Participate actively in the group and co-operate with your group mates
- Do not try to gain GTO's attention
- Never blame or shout at your team mates
- You must always be visible and present wherever the action is happening and participate effectively.

GTO's Briefing:

Gentlemen the task that you are to do now is called final group task and is the last task. For some time now, you have been working in sub-groups or as individuals. I am going to get the whole group together again in tackling this task which consists of only one obstacle like an obstacle of PGT, again with similar rules. You will get about 30 minutes for doing this task. If anyone of you think that you have not shown your best so far, now is the time for you to do so. Any questions?

Final Group Task Obstacle:



Solution: Use various methods given in the PGT sections to cross the obstacles.

De-Briefing:

After the completion of the test battery, it is important for a GTO to spend some time with the candidates for debriefing them. The aim is to seal off the after-effects of group testing, send them away as satisfied individuals and acquaint them with the remaining selection programme. GTO's style of debriefing is indicated below.

Gentlemen, all your outdoor work is over now and you have done your best. You should therefore relax now and let further worries be mine only. Except for those few of you who have not yet been interviewed, you have no further commitments today. So make the best use of your leisure time and go out if you like. Even those who are still to be interviewed today have only this commitment and will be free to go out thereafter. Your interview, programme will be made known to you so that you do not have to keep on waiting.

Tomorrow morning there will be a board conference. The time for this conference will be (to be indicated). The dress for the same will be your normal walking out dress (uniform, in case of service entries). The object of this conference is two fold. Firstly, as you have not met all of us, you will get an opportunity of seeing us all. Your interviewing officer will exchange a few pleasantries with you, and wish you good-bye. Secondly, as you know, there are three of us who have been associated with your work at this board. To start with, you were administered psychological tests. You have then spent two days with me which I hope you have enjoyed. I certainly have enjoyed my stay with you. In between you have also been interviewed or, in some cases, will be interviewed today. In the conference, all of us will pool our ideas to make up our mind about recommending you.

In this context, I will like to mention that we are no one to pass an ultimate judgment on you. All that we do is to find out if you will suit the requirements of the services. You will appreciate that each type of job has its own peculiar requirements much in the same way as each individual is different from the other and has his own abilities, likes, dislikes and aptitudes.

An individual who has the making of a good scientist, business man or an educationist may not make a good soldier. At your age I had a number of friends who have gone into different walks of life and done extremely well, while I took to soldiering. I am sure, if they had followed my vocation, or I theirs, we would have made a mess of our lives. All of us aspire to rise high in our lives. Getting into a profession is, therefore, not so important as to get the appropriate profession where one can rise. You are all young and we shall be helping you in knowing whether the service career is suitable to you or not. Those that are selected are not better than the others. It only implies that the latter are better suited for some other jobs. It is with this attitude that you should accept the outcome of your stay with us.

If you have any thing that you will like to know from me, I shall be too happy to satisfy you."

WITH THESE NOTES THE GTO CHAPTER OF SSB INTERVIEW WILL END.

WISH YOU ALL GOOD LUCK AND SUCCESS