

8. How can interpersonal skills be assessed? outline any two techniques for assessment of interpersonal skills.

get all solution and pyq at = biharengineeringuniversity.com

Assessing interpersonal skills can be done through various techniques that evaluate an individual's ability to interact and communicate effectively with others. Here are two common techniques for assessing interpersonal skills:

1. Behavioral Interviews:

- Behavioral interviews involve asking candidates or employees open-ended questions about specific situations they have encountered in the past. The questions are designed to elicit responses that demonstrate their interpersonal skills and how they handle various interpersonal scenarios.
- The interviewer assesses the candidate's ability to communicate clearly, listen actively, handle conflicts, collaborate with others, and build positive relationships. The candidate's responses provide insights into their interpersonal skills, including empathy, emotional intelligence, and effective communication.

2. Role-playing Exercises:

- Role-playing exercises simulate real-life interpersonal interactions that candidates or employees may encounter in the workplace. Participants are assigned specific roles and are asked to engage in a conversation or scenario that requires effective interpersonal skills.
- The assessors observe the participants' behavior during the role-play, paying attention to their communication style, active listening, problem-solving abilities, conflict resolution skills, and ability to establish rapport. The exercise provides a practical demonstration of the individual's interpersonal skills and their ability to

handle interpersonal dynamics.

It's important to note that assessing interpersonal skills may also involve other techniques such as psychometric tests, self-assessments, 360-degree feedback, or observation of real-life interactions. These techniques provide additional insights into an individual's interpersonal abilities, teamwork, leadership potential, and overall communication effectiveness. The choice of assessment technique may depend on the specific context, the purpose of the assessment, and the resources available for evaluation.

I AM PROVIDING FOUR REMEMBER ANY TWO

3. Group Exercises or Assessments:

Group exercises involve observing individuals' interpersonal skills in a group setting. Participants are given a task or project that requires collaboration, teamwork, and effective communication.

Assessors observe how individuals interact within the group, including their ability to listen actively, contribute ideas, resolve conflicts, and work towards a common goal. This technique assesses an individual's ability to work effectively with others and their interpersonal dynamics within a team.

4. Simulation or Role-playing Games:

Simulation or role-playing games create scenarios where participants must navigate interpersonal challenges and make decisions that impact relationships or outcomes. These interactive exercises provide a realistic environment for assessing interpersonal skills, such as active listening, negotiation, persuasion, empathy, and problem-solving. Assessors observe how participants engage with others, manage conflicts, and demonstrate effective communication and relationship-building skills.