

SUCCESS GUIDE FOR SSB



AN E-BOOK by LT CDR VIMALRAJ S (RETD)

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STAGE -I Selection Procedure- A Thorough Analysis

01. Introduction:

The Stage-I Selection Procedure or the Screening in procedure is the initial screening process which is conducted on first day of SSB selection procedure. It is conducted to every batch on the first day of commencement of a particular batch. In the year 1988, the armed forces felt there is a need to introduce this Stage-I selection procedure owing to the increase in number of applicants for SSB to join armed forces as Officers. Armed Forces faced a major constraint to handle the increased load of aspirants and limited availability of assessors and accommodation at selection centres. Hence, it was decided by the Headquarters to introduce Stage-I selection process. Defence Institute of Psychological Research (DIPR) had carried out a thorough study and introduced this procedure which allows the selection boards to retain those candidates who possess good communication skills, basic problem-solving abilities and confidence to face the remaining selection procedure.

02. Purpose of Tasks:

These tests in the stage I are designed to find out the level of aptitude, interest, power of expression, ability to imagine and confidence to face challenges in a time constraint environment. In our country the standards of education have reached greater levels. However, the core competence or the practical intelligence are not in commensuration with the degree a candidate is holding. It was felt by the headquarters that a filtration process be introduced to identify the promising and desirable candidates who stand apart from others and displays some level of potential and capable of undertaking the Stage-II selection process.

03. Why a candidate unable to clear Stage I Screening tests?

It is conducted mainly in order to filter the candidates who display lack of interest, lack of preparation, lack of awareness, lack of intelligence, lack of social adjustment, lack of communication and lack of originality. It is mainly designed to weed out the candidates who are not suitable for Stage-II selection process. It is observed in the recent times that there is an increase in the number of applicants who lack these basic qualities despite holding higher scores and grades in their education. In general, it is noticed that 60-75% of candidates are unable to get screened in because they are not holding the required qualities in a satisfactory manner. It is only the remaining 25-40% of the candidates who are capable of displaying their potential in Stage-I screening process and get to stay for Stage-II selection procedure.

04. Stage I Selection Procedure

The Stage-I selection consist of two tests they are: -

- (a) **OIR Test** – Officer Intelligence Rating test in which verbal and non-verbal IQ based objective test
- (b) **PPDT**- Picture Perception and Description Test in which it has 04 parts
 - (i) Picture Perception and marking in the sheet
 - (ii) Story Writing
 - (iii) Narration of the story in 01 Min
 - (iv) Group discussion to arrive at Consensus

05. Where one has to perform?

Most of the occasions the candidates feel that they were unable to perform in the group discussion part of the PPDT which had led to their screen out in Stage-I and they end up shouting/ arguing in their next attempt and again gets screened out. The candidates are to understand that group discussion in PPDT is one among the other remaining tasks of Stage-I selection. As a candidate one has to really perform well in all these tasks i.e OIR Tests and PPDT completely because the Stage-I selection is made on combination of the candidate's performance in all these tasks. The candidate must let go this myth that if he shouts in Group discussion, he stands a better chance to be screened in at Stage-I selection.

- (a) **Performance in OIR Test:** It is very common among the candidates, that they feel great about their mental IQ abilities and does not prepare sincerely for the OIR test. Even if we run a survey among all the aspirants, one can easily arrive at a conclusion that the candidates are not dedicating time and energy towards preparation of OIR tests. It is understood that, an adult who is applying for armed forces does not require any special class or session to prepare himself/ herself to solve the OIR test questions. However, practicing these IOR test might give some exercise to their brain and that can easily help the candidate to score good marks in OIR tests. Our brain is also acts like our body, it requires regular exercise and suddenly if you stretch it beyond a point, you will feel tired and exhausted which can adversely affect your performance on the Stage-I selection day at Services Selection Board.

- (b) **Performance in Picture Perception and Marking in the Sheet:** In this part of test the candidates are given clear instruction by the assessor that they are to perceive the picture correctly and mark the number of characters seen, their age, gender and mood as perceived by the candidate in the given square.

- (c) **Performance in story writing:** In this part of the test the candidates are given adequate time (04 Min) to write a story which is suiting to the

picture shown to them. In many occasions, the candidates do not write a complete story and at times they just describe what they observed in the picture rather than writing a logical story. One must write a suitable story according to the picture seen by them. It is also to be noted that all the stories will be read by the assessors.

- (d) **Performance during the narration of story:** Every candidate will be given a time limit of 01 min to narrate your individual story. This is the **GOLDEN MINUTE** of your life and one must utilise it wisely to make a mark for himself among the group members and assessors. It is to be noted by the candidates that you are to display that you had perceived the picture correctly, made a genuine and meaningful story, you are confident while narrating and you are capable of communicating your ideas to the audience present over there without any constraint.

- (e) **Performance during the Group Discussion:** Every candidate must listen to the others point of view and also make efforts to include valuable points from your side to add value to the discussion, rather than simply shouting among the aspirants. You must be able to act like a leader and give chance for the weak ones also to perform in that group discussion and socially be friendly so that it is a win-win situation for you and your group members.

06. **From the assessors Point of View:** Now put yourself in the shoes of assessors and check for yourself that what are all qualities one must display to the others so that you can pull a chance to get screened in at the Stage-I procedure. Though the assessors might have varied scale of assessment tools to make an assessment about a candidate, this method normally works better to improve yourself from the assessor's point of view.

- (a) **From an IO Point of View-** Is the candidate suitable to have a 45 minutes interview?
- (b) **From Psychologist Point of View-** Has the candidate perceived the picture correctly and can he receive the stimulus in Psychology test in stage-II aptly?
- (c) **From GTO Point of View-** Does the candidate hold confidence to perform in a group environment and can he perform in outdoor tasks at GTO ground?

07. The areas to be covered for OIR test preparation is as follows: -

(a) **Verbal Test**

- Arithmetic
- Coding
- Decoding
- Multiple Choices
- Common Man Series

- Odd Man out
- Alphabetical test
- Relationships
- Spelling test
- One word substitution
- Analogy
- Direction Sense
- Synonyms
- Antonyms
- Jumbled Words
- Completion of Sentence
- Reconstruction of Sentence

(b) Non-verbal Test

- Which figure is different from others
- Find the merged figure
- Find the hidden figure
- Complete the figure
- Completion of Series
- Analogy
- Simplification
- Classification
- Cube and dice

08. Success Tips for Stage I

- (a) The candidates are to listen to the instructions clearly given by the officer before the commencement of the tests.
- (b) Ask only genuine doubts to the assessors and do not try to be an attention seeker among the group members.
- (c) Preparation is must before going for SSB. If you prepare in advance, it gives you confidence while attempting the tests. If you are facing a test without preparation, it will give you nervousness which again has a better chance to affect your performance. Hence, preparation and practice make you a better performer in Stage I
- (d) Time calculation is very important while attempting these tests. You are given with a booklet and you must not waste too much time in a single question only. You should aim at completing all the question in a correct and time bound manner.
- (e) No Negative marking- hence do not leave any question unattended.
- (f) You should not dwell for long time over a difficult question, it will be taking your valuable time as well as confidence. Hence, you must act smartly while

attempting the questions. Go for the easy and confident ones initially and gradually come for difficult ones.

- (g) If you happen to see any marking in the question booklet, do not blindly copy that as your answer. Believe in yourself and do not believe in the answers marked by a gentleman whom you had not even seen in your life.
- (h) Final piece of advice to success is PRACTICE, PRACTICE and PRACTICE.

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