



Discipline is the bridge between goals and accomplishment.

ABOUT SSB (SERVICES SELECTION BOARD)

Services Selection Board is Personality and Intelligence Assessment Test to analyze the potential and compatibility of candidates for commissioning into the Armed Forces of India as officers. In order to be fair, the system consists of three different and independent techniques. Each technique grades and evaluates the qualities which are essential for defence services by allowing least time and under stressful condition, which is the practical requirement for an officer during emergencies like wars.

OFFICER LIKE QUALITIES (OLQ's)

Services Selection Board follows a **three-pronged assessment** namely: **Psychological** (*Manasa*), **Group** (*Karma*) and **Personal Interview** (*Vacha*). Incidentally, *all the three assessors assess the same 15 qualities using their respective tools / techniques.* - Cdr. NK Natrajan

The qualities / factors are described below:-

Factor 1: Planning and Organizing: This factor includes *four qualities* which are associated with the mental aspect of the person.

(a) **Effective Intelligence:** *This is the ability of a person to evolve solutions to practical problems. It is different from basic intelligence which is measured using the intelligence tests (verbal and non-verbal). In EI the assessor want to see if you can solve day to day problems and cope with minor difficulties of daily life.*

(b) **Reasoning Ability:** *It is the ability of a person to grasp a given situation and arrive at conclusion by rational thinking. In RA the assessors are looking for your receptivity, inquiring attitude, logical reasoning and the ability to see the essentials of a problem.*

(c) **Organizing Ability:** *It is the ability to use the resources systematically to produce effective results. In OA, the assessors are interested in seeing how you use the various resources to produce results.*

(d) **Power of Expression:** *It is the ability to put across one's ideas adequately and with ease and clarity.*

Factor II: Social Adjustment: *This factor includes three qualities which are associated with the heart/conscience of the person.*

(e) **Social Adaptability:** *It is the ability of a person to adapt himself to the social environment and adjust well with persons and social groups. The assessor is interested in your abilities to adapt to the members of the group, how you interact with them, are you tactful in your dealings with others etc.*

(f) **Cooperation:** *It is the attitude of an individual to participate willingly with harmony with others in a group achieving the group goal. It is important to be a team player and one must not be selfish. The group aim and objective should be most important as compared to individual aim and objectives. The assessors will be keen in seeing your team attitude.*

(g) **Sense of Responsibility:** *It is the thorough understanding of the values of duty, social standard, and of what is expected of individual and then giving it his energy and attention on own accord. The assessor is keen in knowing if you understand your duty as a child/student/citizen of a country and do you have a right sense of what is the social standard and know what is expected of individuals and then do you give your best energy and attention towards it without anybody having to remind you or tell you.*

Factor III: Social Effectiveness: *This factor includes five qualities which are an outcome of the dynamic interaction of the above two factors i.e. head and the heart.*

(h) **Initiative:** *It is the ability to originate an action. The assessors see if you take the lead in the right direction and sustain it till the result is achieved.*

(i) **Self Confidence:** *It is the faith in your own abilities to meet stressful and unfamiliar situations.*

(j) **Speed of Decision:** It is the ability to arrive at workable decision quickly. There are two components of this namely, appropriateness of the decision and quickness at arriving at the decision.

(k) **Ability to Influence the Group:** It is the ability of a person which enables to get willing effort of others in the group to achieve the objectives set by him/her. What is seen is, if you can convince others to do things willingly that you want them to do without use of any force.

(l) **Liveliness:** It is the capacity of a person to remain buoyant /cheerful when faced with difficulties and bring about a cheerful atmosphere in the group. What is seen is, if you get unduly worried or disturbed when faced with difficult situations.

Factor IV: Dynamic: This factor includes three qualities which are associated with the limbs or the coordination between the mind and the body.

(m) **Determination:** It is the ability to put in sustained efforts to achieve objectives in spite of obstacles and setbacks. The assessors seen whether you are focused, able to concentrate on the task and continuously work towards achieving the objectives.

(n) **Courage:** It is the ability to appreciate and take purposive risks. What is important is to take risks only where required and that too after a careful thought. Some candidates tend to take rash decisions which may endanger the life of subordinates and that is undesirable. Hence, what is important is 'calculated risks when required'.

(o) **Stamina:** It is the capacity to withstand protracted physical and mental strain. It includes both physical and mental endurance.

5 DAYS PROCEDURE IN SSB INTERVIEW

Many candidates are fresher's, they are not aware of SSB interview procedure, this leads to problems during SSB interview. They never know the "do's and don'ts" of SSB interview, they do not know about the necessary documents required during interview process. Let's talk about SSB interview procedure and the various sources which can help you and prepare you before you go for your first attempt.

Reporting Day: The day of reporting at the SSB board, first of all the verification of documents (documentation checking); followed by filling of PIQ forms. You are suppose to report at the place mentioned in the call letter, mostly you are asked to report at MCO [Moment Control Office] which is at the railway station. You will not find any difficult in doing so because there are many other candidates who reports on the same day, so you may find one or two. For some entries reporting day and Screening day are same, please follow your call letters for correct information.

DAY-1 STAGE-1 TESTING: SCREENING

1. **Verbal and Non-verbal Test:** *Nothing hard, to be true, doesn't need any preparation too. But it is always good to go well prepared. After this test you will get some rest, and later proceed for PPDT.*

2. **Picture Perception & Discussion Test (PPDT):** *It consists of story writing and discussion. You will be shown a picture for 30 seconds, later you have to write a story based on the picture you have seen in 3 minutes, after that, you will be divided into sub groups of 14-15 members, firstly each candidates will narrate his/her story which is followed by the group discussion on the picture, among the group members. Keep in mind that PPDT is the most important part which helps you to clear screening and takes you to stage-2 testing.*

3. **Results of Screening:** *After the completion of PPDT, you will get some rest for 2-3 hours and lunch too. Your screening results will be declared after it, selected candidates are allotted with new chest numbers. Rest of the candidates gets their TA and dropped backed to the railway station or bus stand.*

DAY-2 TO 4: STAGE-2 TESTING: PSYCHOLOGICAL TEST & GTO TEST

It is a battery of projective tests; all tests are used to check the psychological suitability of the candidate to be an officer. Candidates are required to write their responses based on the particular test. Here the time limit is very crucial, so you are required to write your first response in time.

1. **Thematic Apperception Test (TAT):** *You will be shown 11 pictures in which last picture is will be a blank slide, each picture will come just for 30 seconds and then disappear, after that you will get 4 minutes time to write the story based on that picture. After 4 minutes another picture will come for 30 seconds and same process will be followed till last slide {blank slide}.*
2. **Word Association Test (WAT):** *You will be shown 60 words back to back, each word will remains on the screen for 15 secs , in 15 secs you are required to write a sentence which comes in your mind first after reading that word. Likewise you have to write 60 words continuously without any pause in between.*
3. **Situation Reaction Test (SRT):** *You will get a booklet with 60 situations written on it, you are required to write your responses based on those 60 situations, time allotted will be 30 minutes.*

4. **Self Description (SD)**: You are required to write an opinion about you from your parents, friends, teachers, yourself and thing you would like to develop in future. Time allotted will be 15 minutes. Its all about your speed of thinking and writing, do not manipulate much because it may create problem for you in later stage. Write legible and correct.
5. **Group Task Officer (GTO)**: This usually happens in 3rd day. It has a series of outdoor task, the main aim of this task is to judge your qualities during group performance, remember most of the task in this series are group task, you are required to support the group with best of your qualities and not to compete with them in any manner.
6. **Group Discussion (GD)**: Back to back group discussion on two topics, mostly current affairs.
7. **Group Planning Exercise GPE**: Each candidate has to write his planning for the mentioned problem and map given, later group members are required to discuss on the problem and have to come with a common plan with common consequences. Later one of the group member has to explain the common planning with the help of pointer and map.
8. **Progressive Group Task (PGT)**: You are required to cross some obstacles with the help of supporting materials like rope, plank, wood log etc. Some rules are required to be followed during this task, it a full group activity.
9. **Half Group Task (HGT)**: Mostly same as PGT but the number of group members will be half, you may get more chance to show your potential.
10. **Individual Obstacles Task (IOT)**: You are required to attempt 10 obstacles individually in a few given minutes, each obstacle consists of some points from 1 to 10.
11. **Command Task**: You will be a commander in this task, you are required to cross some obstacles with the help of 2-3 subordinates. You can choose 2-3 candidates from your own group whom you think can help you to clear the obstacles.
12. **Snake Race/Group Obstacle Race**: All group members will be competing with other groups, members will be holding a snake like rope, they are required to cross certain obstacles with the snake. There are certain rules like all other tasks. It is kind of race among different groups, its a fun.
13. **Individual Lecturette**: Each candidate will be giving lecture for 3 minutes on a topic selected by him/her. You will get 4 topics out of which you have to select one topic. Preparation time is 3 minutes for a topic.

14. **Final Group Task (FGT):** Same like PGT, just like another chance to show your potential.

15. **Personal Interview:** It starts from 2nd day and goes upto 4th day depends upon the strength. It is a main key which decides your recommendation in the SSB Interview, SSB Interview questions and answers plays vital role in the assessment of the candidate. How to face the IO(Interviewing officer) in the SSB PI (SSB Personal Interview) is the major concern here, one wrong move can tarnish your image and reduce your chances to get recommend.





DAY-5 Stage-3 Testing: Conference & Result

1) Conference: Each candidates will be facing all SSB board members, he will face few general questions like how was your stay or what did you learn from this, conference is just to decide whether or not to recommend you as an officer in Indian defence forces. All assessors collectively decide your suitability, for

some candidates those who are in border line, may face certain questions, which can be decisive one. It can go for 2 minutes to 30 minutes.

2) **Result:** Result is announced now. Selected cadets are given new chest numbers. Now they have to go for medical.

3) **Final Recommendation after Medical Fitness**



Indian Army Quotes

"You have never lived until You have almost died, And for those who choose to fight, Life has a special flavor, The protected will never know!!!"

Capt R. Subramaniam , Kirti Chakra (Posth)

"No Sir, I will not abandon my tank. My gun is still working and I will get these bastards."

"No Sir,
tank. I
I will

"Ye dil maange more."

Capt. Vikram Batra, FVC

"We fight to win and win with a knock out, because there are no runners up in war"

General J J Singh

50 yards from us. We
are under devasta
withdrae an inch but
and our last round."

Major Somnath Sharma
etc. etc. etc. etc. etc.

1. Young Cadets of NCC in Joginder Nagar, 2HP BN NCC Mandi: <https://www.youtube.com/watch?v=gH4cvN9tQj0>
2. Young Cadets of RGM Govt. College Joginder Nagar as CORONA Warriors in May-June 2020, 2HP BN NCC Mandi: https://twitter.com/HQ_DG_NCC/status/1285946338853572608/photo/1