

Stages of Team Development

You have undoubtedly participated on many teams...sports teams, school project teams, and maybe even some workplace teams. You know some of the problems and advantages of working on a team. However, did you know that most teams go through stages as they work to become high performing teams? Bruce Tuckman categorized the ways teams develop by forming, storming, norming, and performing. Review the 4 stages outlined below, and then complete *Guess the Stage* and answer the questions.

1. Forming:

Dependent relationships
 Desire to be accepted by the group
 Unsure of direction
 Safe environment/no conflict

3. Norming:

Community building
 Strong flow of information between members
 Group connections
 Leadership shared

2. Storming:

Competition and conflict present
 Increase desire for structure
 Adjustments necessary
 Discomfort experienced

4. Performing:

Diagnosing and solving problems
 High level of productivity
 High level of interdependence
 Strong sense of unity

Guess the Stage

Number	Using Tuckman's Model, Categorize the Team Behaviors Described Below	Stage
1	Team members listen and seek to understand each other.	F/S/N/P
2	Members take turn sharing leadership.	F/S/N/P
3	Members challenge, evaluate, and destroy ideas.	F/S/N/P
4	Members seem distracted and not able to focus on the core project.	F/S/N/P
5	Members begin to freely share information with each other.	F/S/N/P
6	Members work to clarify and establish their roles.	F/S/N/P
7	All members participate and work together.	F/S/N/P
8	Divisive feelings and sub-groups form within the group.	F/S/N/P
9	Members are cordial and friendly to each other but do not trust one another.	F/S/N/P
10	Not all teams get to this level of high productivity.	F/S/N/P

Why is the storming stage important? _____

What is the best and worst thing about the performing stage? _____

Be prepared to share one of the team stages, F/S/N/P, you have recently experienced.