

A diverse group of eleven business professionals, including men and women of various ethnicities, are standing in a line against a white background. They are all smiling and dressed in professional business attire. The text is overlaid on the center of the image.

Tuckman's stages of team formation

Exploring how groups become teams

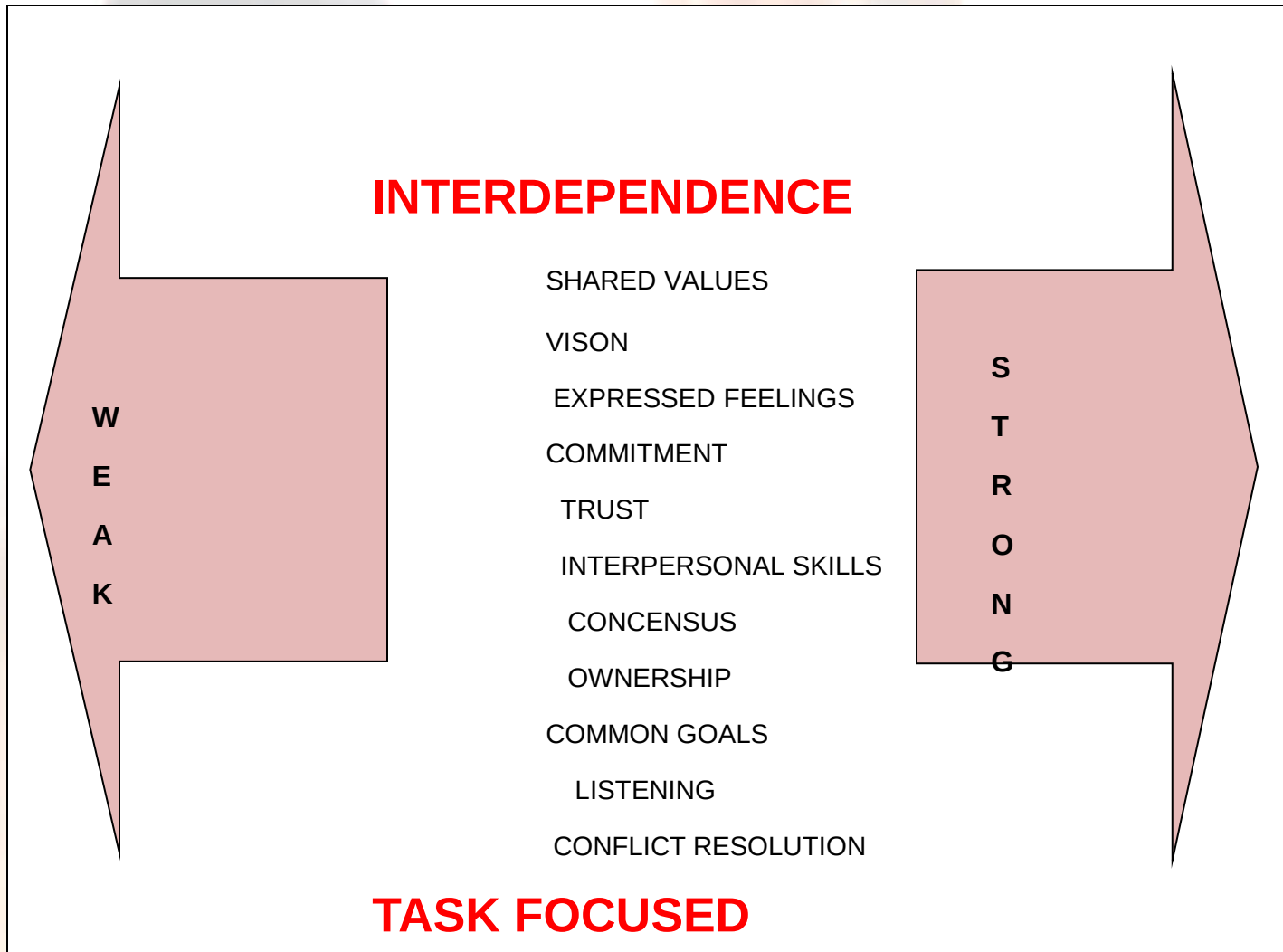
. . . to a team

Aim:

To explore how groups become teams



A GROUP or a TEAM



Bruce Tuckman's stages of team formation

- **Forming**

- Team members meet for the first time
- Relationships have not yet formed
- People are “weighing” each other up
- People wonder what is expected of them and how to behave
- Communications will be formal and perhaps brief
- Introductions will be important
- Outgoing characters may dominate
- There is a need for some formal leadership

Bruce Tuckman's stages of team formation

- **Forming**
- **Storming**
 - Team members are vying for position
 - Conflict occurs whilst sorting out roles and responsibilities
 - Team members may resist the task at an emotional level

Bruce Tuckman's stages of team formation

- Forming
- Storming
- **Norming**
 - Co-operation develops
 - The team's "norms" are developed
 - Conflicts are settled
 - Views are exchanged

Bruce Tuckman's stages of team formation

- Forming
- Storming
- Norming
- **Performing**
 - Teamwork is achieved
 - Roles are flexible and fully supported
 - Solutions are found and implemented
 - Excellence is achieved in standards of working
 - External leadership is minimised as team self-manages

Adjourning

- bittersweet sense of accomplishment
- reluctance to say good-bye
- many relationships formed