

Tuckman's Stages of group Development

Moodle name :Effective Team Working and Communication (BMSW 4002-London)

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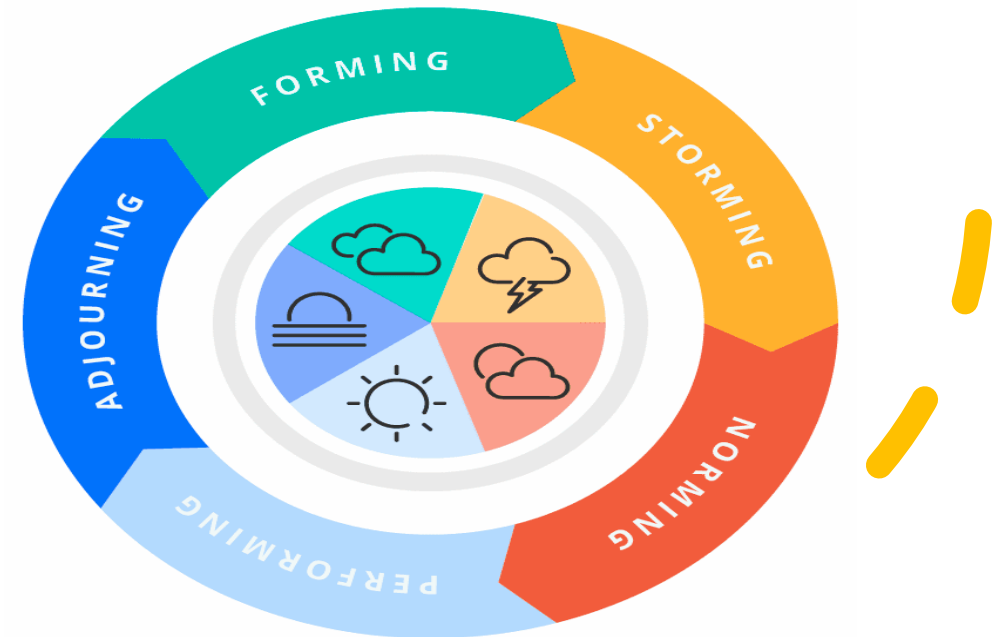
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Introduction of Tuckman's stages of group Development

For a team to grow, and face a challenge, it must find solutions to problems, find answers in such a way that you manage to plan and get the right results for each problem or business, and find a solution to achieve results, each team will need to go through some necessary primary stages. Bruce Tuckman states these stages are critical for team growth and development. These stages are known as:

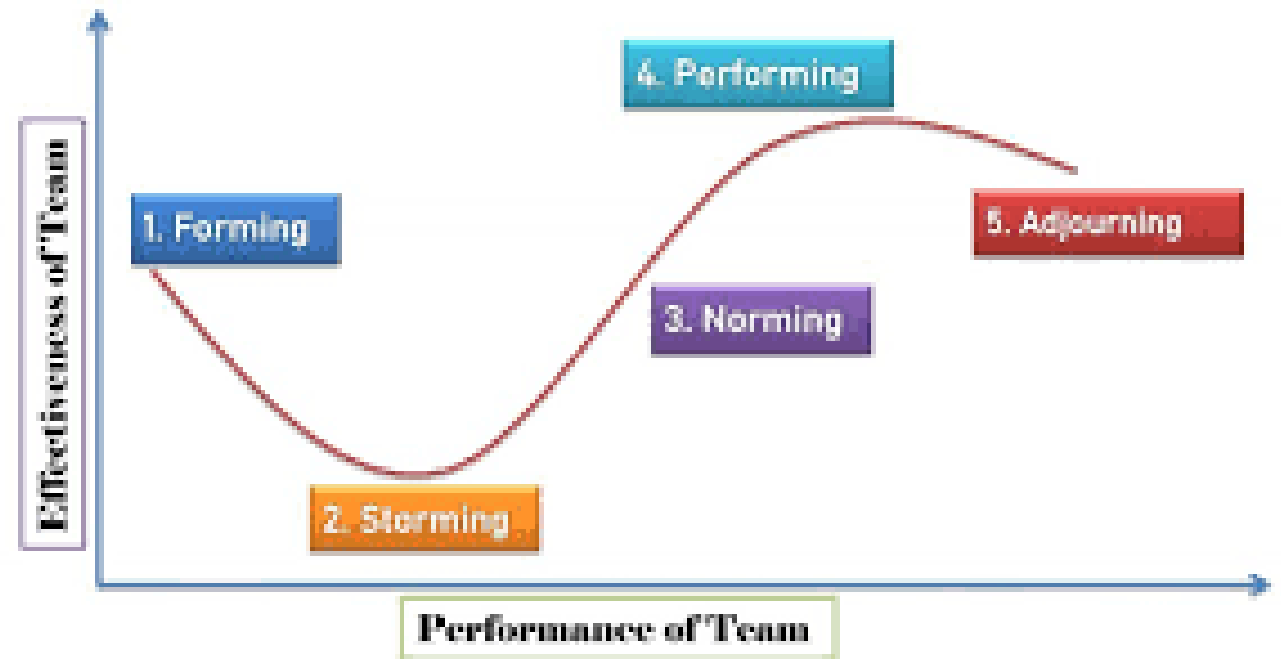
1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning



The first stage

Forming

- The initial stage of formation is the process of creating the team structure. Team members feel ambiguous, and conflict is avoided at all costs due to the need to be accepted into the group. Team members look to some group leader for direction and guidance.

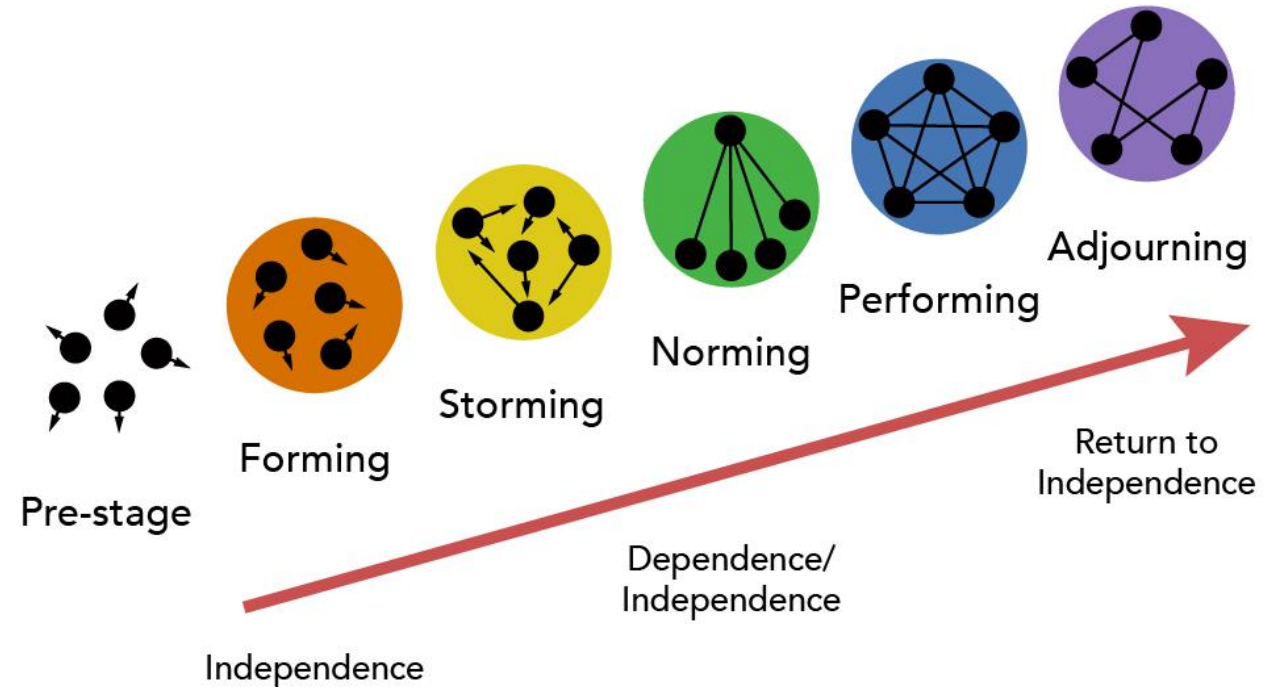


Tuckman's Model of Five Stages

The second stage

Storming

- Members in this stage argue among themselves, compete for power, have obvious differences of opinion, lack clarity of their role, lack consensus, lack progress, set unrealistic goals, and complain about excessive work. Some feel protected, some are confused and at a loss of interest, and some are resistant to tasks. There may be fluctuations in attitude toward the team, uncertainty with the team's mission and purpose, questioning of the wisdom of team members, increased tension and jealousy, uncertainty about personal influence and freedom in the team, and feelings of underachievement.



The third stage

Norming

- At this stage, the team's needs are to develop a decision-making process, be prepared to offer ideas and suggestions, provide joint problem-solving, use all resources to support the team's efforts, and take responsibility for shared skills. of leadership



The fourth stage Performing



- Members at this stage have a sense of empathy for each other and have high commitment. They begin to understand the ethic of shared work, close bonds emerge, they have fun and excitement, there is much personal development and creativity, they have general feelings of contentment, and they constantly discover how to maintain feelings of momentum and enthusiasm.

The last stage

Adjourning

- At this stage, team members are usually ready to leave, causing significant changes in the team structure. They experience change and transition. While the group continues to perform productively, they also need time to manage their feelings of detachment and transition. In this phase, the team's efforts are valued, recognized, and rewarded

