

STAGES OF TEAM DEVELOPMENT

FORMING

- Goals, rules and team purposes are chosen and discussed.
- Guidance is required from group leaders.
- Individual roles and responsibilities are unclear but start taking shape.
- Team acquaintance.
- Collective work begins.

STORMING

- Team leaders must ensure that the team remains well directed and positive while encouraging openness and taking on board constructive criticism.
- Team members may resist task demands or avoid them.
- Conflicts may lead the team to deal with differences in a healthy and productive way.
- Internal division on the groups should be avoided.
- Create plans for decision-making.

NORMING

- Team members resolve differences and concentrate on the tasks at hand.
- Members shouldn't be afraid of sharing controversial ideas or challenging the prevailing thinking.
- Team remains open and able to work through any discrepancies that arise.
- Team leader must provide feedback and learning opportunities.
- Acceptance of roles, goals and rules.

PERFORMING

- Teams share common goals.
- Member development and recognition.
- The team deals with conflict in a healthy way and takes pride on the teams successes.
- Provide shared learning opportunities across teams.
- Resources and processes are allocated effectively.

ADJOURNING

- Parting sadness.
- Recognition of group and individual efforts.
- Provide opportunities for team adjourning and evaluations
- Change acknowledgment.
- Goals have been reached.