

Stages of Team Development

Forming	Characteristics	Things to Do
<ul style="list-style-type: none"> • Orientation • Introductions (scoping one another out) • Mission and Purpose • Exchanging information • Building Trust • Establish group behaviors 	<ul style="list-style-type: none"> • Polite • Cooperative • Anticipation • Excitement • Anxiety • Abstract • Accomplish very little; all about projection 	<ul style="list-style-type: none"> • Retreat • Workshop • Ice breakers • Brainstorming Session • Discuss expectations of the individual and organization
Storming		
<ul style="list-style-type: none"> • Team begins to bump heads over leadership • Conflicting ideas or process to achieve goals • Individual battles within the group • Criticism 	<ul style="list-style-type: none"> • Dissatisfaction • Competition • Conflict • Disagreement • Disunity • Tension 	<ul style="list-style-type: none"> • Coaching • Leadership must establish a solid role • Delegation • Development of conflict communication and resolution skills • Open and increased communication
Norming		
<ul style="list-style-type: none"> • More time spent on tasks than on working out differences • Group structure development • Unified concept is established • Group cohesion • Storming still occurs until group maturity is reached 	<ul style="list-style-type: none"> • Ability to use constructive criticism • Acceptance of team roles • Friendly environment • Common goals • Open communication • "We" • Supportiveness 	<ul style="list-style-type: none"> • Develop group identity (logos, tag lines, t-shirts) • Setting new traditions • Ownership • Renew goals and objectives • Continuance of relationship building
Performing		
<ul style="list-style-type: none"> • Focus on Achievement • Highly task oriented • Emphasis on productivity • Collaborate and share knowledge 	<ul style="list-style-type: none"> • Self directed • Motivated • Performance • Constructive self change • Understanding of strengths and weakness • Cohesive 	<ul style="list-style-type: none"> • Ensure involvement of all members • Motivate, encourage, and value members • Open to constructive feedback • Empowerment