

Module 6

Stages of Team Development

Upon completion of this module, you will be able to:

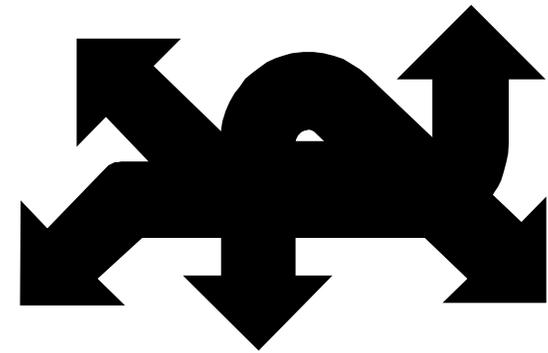
- Identify the four stages of team development and characteristic behaviors associated with each
- Describe actions leaders can take to assist teams in each stage of development

Overview of the Stages of Team Development

Stage	Group Structure	Team Activity
Forming	Testing and dependence	Orientation
Storming	Intragroup hostility	Emotional response to task demands
Norming	Development of group cohesion	Expression of opinions
Performing	Functional role relatedness	Emergence of solutions

Stage 1 - Forming

- **Members may feel:**
 - Excited
 - Anxious
 - Dependent
- **Issues:**
 - Testing authority
 - Inclusion
 - Trust
- **Leaders can help by:**
 - Adding structure
 - Encouraging learning
 - Balancing participation



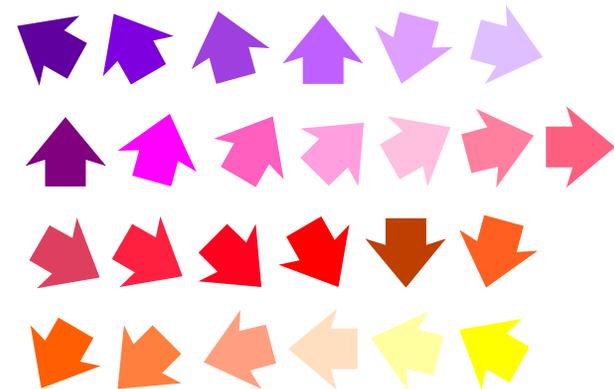
Stage 2 - Storming

- **Members may feel:**

- Incompetent and confused
- Frustrated
- Negative

- **Issues:**

- Power
- Control
- Conflict



- **Leaders can help by:**

- Facilitating dialogue
- Helping with decision making
- Providing support

Stage 3 - Norming

- **Members may feel:**

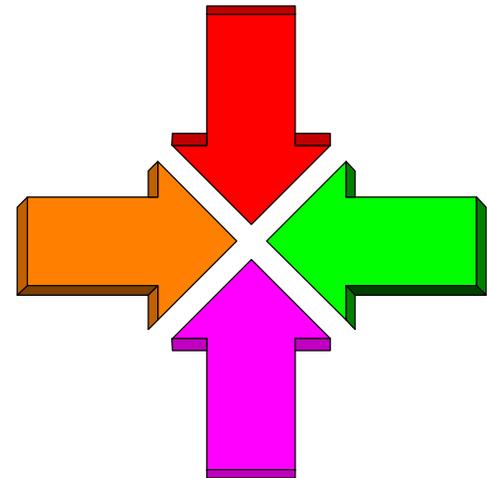
- Open to constructive feedback
- Accepted by the team
- Comfortable

- **Issues:**

- Team harmony
- Shared responsibility
- Building confidence

- **Leaders can help by:**

- Backing off
- Expressing own ideas
- Challenging the team



Stage 4 - Performing

- **Members may feel:**

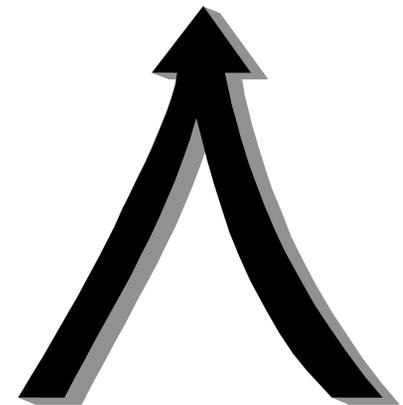
- Appreciative of each other's strengths
- Accepting of each other's weaknesses
- Satisfied with their progress on the task
- Confident in their abilities as a team
- Optimistic

- **Issues:**

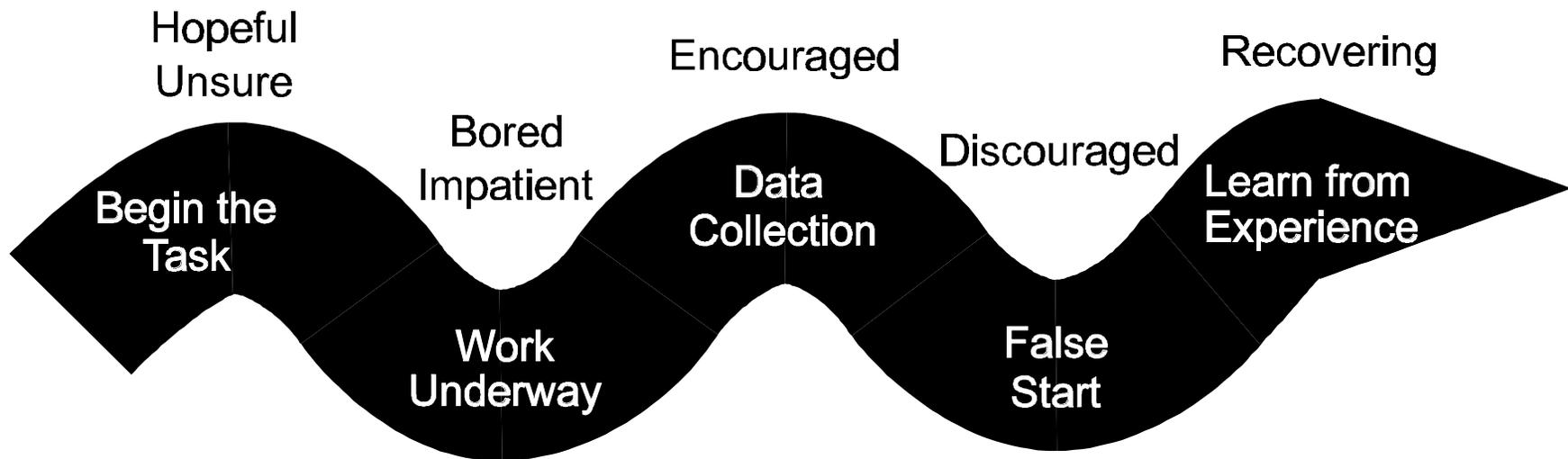
- Goal accomplishment
- Maintaining momentum

- **Leaders can help by:**

- Suggesting new goals
- Testing assumptions
- Developing self-assessment processes



"Roller Coaster of Highs and Lows"



Summary

- The four stages of team development
- How team leaders can help
- Case study
 - Team stages
 - Leader actions