

# STAGES OF TEAM DEVELOPMENT

As teams progress, they evolve through four predictable stages or phases of development. These are:

## FORMING

First stage of team development. During this stage, team members become acquainted with each other and set goals and objectives.

## STORMING

Second stage in which conflict will emerge naturally. Team members should view this conflict as constructive. This type of conflict serves a purpose in that it helps to clarify the situation to all of the team members. The storming stage is a time for team members to openly acknowledge and confront, rather than ignore, the conflict. It is important that team members feel free to communicate any feelings, positive or negative. Suppressing any diverse feelings only hampers further development of the team.

## NORMING

Third state in which cooperation emerges. Conflict has been acknowledged and dealt with, and each member respects others' viewpoints. Team members now are ready to get involved with each other and give needed support. They have learned to appreciate the fact that feedback is a necessary element of teamwork.

## PERFORMING

Fourth stage and is the point at which team members are able to work together productively. With the team's goals clearly in mind, team members actively pursue the final objective.

<u>STAGE</u>	<u>THEME</u>	<u>TASK</u> <u>OUTCOME</u>	<u>RELATIONSHIP</u> <u>OUTCOME</u>
Forming	Awareness	Commitment	Acceptance
Storming	Conflict	Clarification	Belonging
Norming	Cooperation	Involvement	Support
Performing	Productivity	Achievement	Pride