

Stages of Group Development

FORMING:

- Clarification of roles and goals
- Orientating to task and other group members
- Establishing membership, safety within group
- Understanding roles
- Minimal actual work is completed

Leadership style: directing (seeking direction)

STORMING:

- Jockeying for position
- Conflicting ideas emerge
 - Leadership
 - Structure
 - Power
 - Authority

Leadership style: coaching

- Continues directive with increased support
- Conflict resolution

NORMING:

- Code of behavior/expectations agreed upon
- Conflicts resolved
- Increased openness

Leadership style: consulting, supporting

- Less directive continued supportive

PERFORMING:

- Close/open relationships, group unity
- High morale, loyalty to group
- Interdependence
- Whole > parts

Leadership style: delegating, leadership shifts to team

- Less directive and supportive

**Tuckman, Bruce (2001). "[Developmental Sequence in Small Groups](#)", *Group Facilitation: A Research and Applications Journal*: 71–72.*