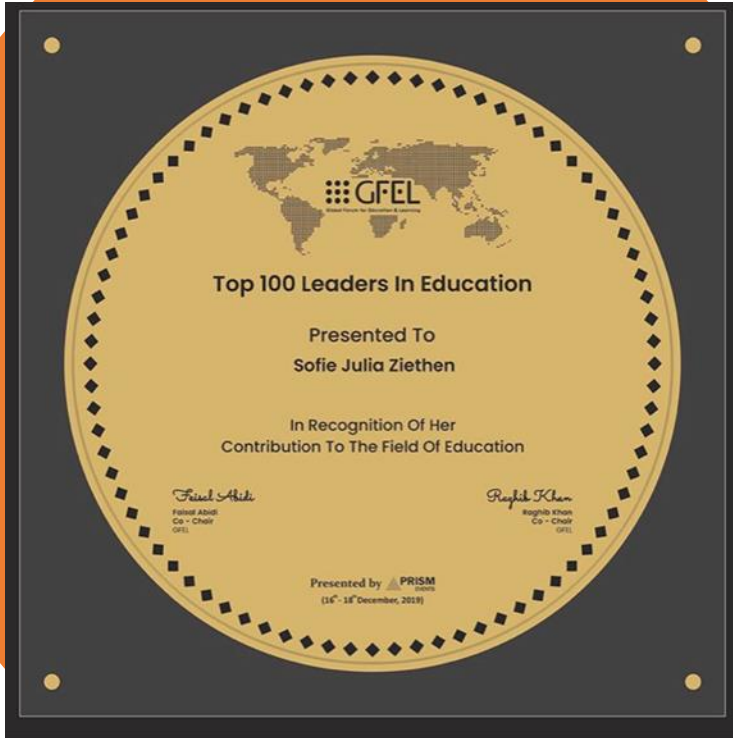




5 STAGES OF TEAM DEVELOPMENT

Serviceexcellence –
Training & Development



5 STAGES OF TEAM DEVELOPMENT

Bruce Tuckman was a psychologist who developed the theory of 5 stages of development in 1965, the model consisted of Forming, Storming, Norming and Performing areas.

Later he added a 5th stage, 'Adjourning' to the model in the 1970s.

The idea behind the model is you can't expect a new team to form and perform to the best of their capabilities.

It takes each member of the team some time to interact with their group members and adjust themselves to their work culture and environment.

The model explains how a team's maturity and ability develop and relationships establish as leadership style changes. Tuckman's model gives an understanding of how groups develop.

It is helpful in training people for group work and works up to their full potential.



5 STAGES OF TEAM DEVELOPMENT FOR YOU AND YOUR TEAM

The model reviews in which stages your team is currently, when interacting each other at work.

Review the model, and try to locate your team's current stage.



5 STAGES OF TEAM DEVELOPMENT



Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



Storming

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.



Norming

People feel part of the team and realize that they can achieve work if they accept other viewpoints.



Performing

The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.



Adjourning

The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.



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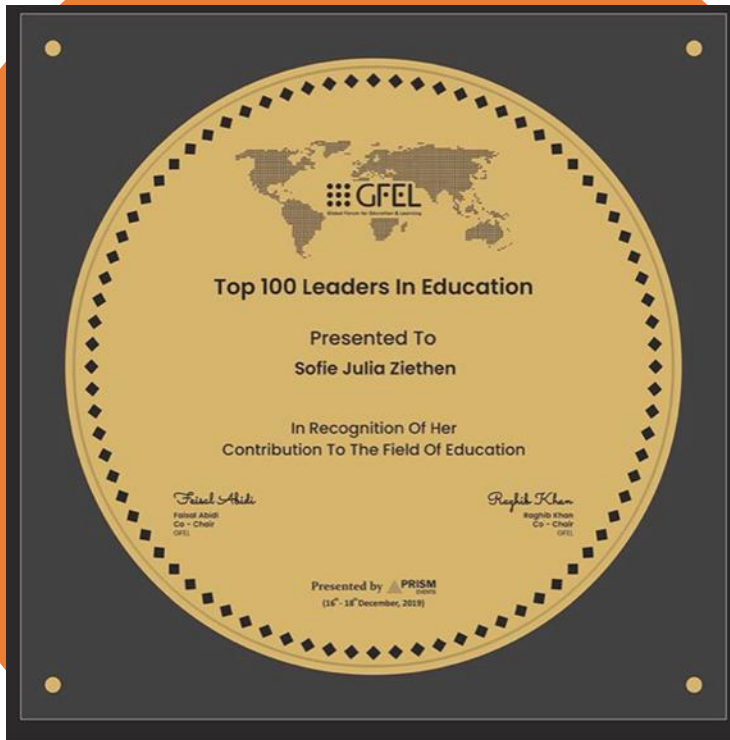
You were able to identify the stage, however need to work on leading your team to a high-performing phase next and do not know where and how to start?

If you wish to take the analysis to the next level and work on how to realize these results in your professional and personal environment, contact me.

Thank you,

Sofie J. Ziethen, MS.c.

Action to Success Coach, CEO



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