

## Tuckman's Stages of Group Development

Stage of Development	Description	Examples of What This Looks Like	Role of Leaders	Strategies/Notes
Forming	The group first comes together and begins to meet. The group establishes their base level of expectations, and begin to get to know each other and develop some initial trust.	Members may be feeling a combination of excitement and uncertainty. Everyone is guarded, as trust may not yet be fully formed. The group may be very dependent on the officers. Meetings may be unproductive. The group may struggle to make decisions together, and each person may be doing their own thing.	<ul style="list-style-type: none"> <li>• Providing structure for the group.</li> <li>• Helping to clarify roles and responsibilities.</li> <li>• Encouraging all group members to participate.</li> <li>• Facilitate the group learning about each other and how you prefer to work together.</li> <li>• Encourage open communication</li> </ul>	
Storming	The group is working through how to problem solve and make decisions together, and may hit some stumbling blocks. These are commonly related to issues of power and control.	<p>Things start to get a little more real.</p> <p>Frustrations and tensions between leaders and/or members may arise. The group will start to examine processes to edit and improve those that are not working.</p>	<ul style="list-style-type: none"> <li>• Assist in leading the group through conflict resolution.</li> <li>• Consider involving the advisor in assisting with this process.</li> <li>• Provide space for members to share their concerns in a productive manner.</li> <li>• Help all leaders and members get to a place where they are comfortable asking for help.</li> </ul>	

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<p>Norming</p>	<p>The group strives for harmony, and works to improve communication and empowerment of each other. There is greater agreement about roles and responsibilities. Expectations are further clarified. This is where individuals start to really feel part of a team.</p>	<p>Communication is more open and honest. Trust is evident within the group. Individuals are giving and receiving feedback. Group members are willing to take on more responsibility. Planning becomes more proactive than reactive.</p>	<ul style="list-style-type: none"> <li>• Encourage consensus-based decision making.</li> <li>• Encourage feedback.</li> <li>• Delegate tasks and roles to team members.</li> <li>• Evaluate and review communication processes.</li> </ul>	
<p>Performing</p>	<p>Members are committed to the group, and have found their stride in working together. The group is not only comfortable working with each other, they are also able to collaborate with other organizations effectively. Goals are being accomplished.</p>	<p>Members feel ownership of the organization and there is a strong sense of pride. Leaders are able to work without needing a ton of direction. They are multi-skilled and flexible, and willing to go above and beyond.</p>	<ul style="list-style-type: none"> <li>• As a team, set challenging goals.</li> <li>• Develop opportunities for members to contribute and grow in their leadership.</li> <li>• Allow opportunities for members to shadow leadership positions.</li> </ul>	
<p>Adjourning</p>	<p>The group concludes their time together. This may happen at the end of the academic year, as officer terms come to a close and new leaders are selected. The group assesses their accomplishments, celebrates, and prepares for transition.</p>	<p>The group completes its tasks. Some members may be leaving, while others are continuing. Those continuing should prepare for the cycle to begin again. Members may have a mix of emotions as the group concludes.</p>	<ul style="list-style-type: none"> <li>• Celebrate group accomplishments.</li> <li>• Assist the group in determining new goals once current ones have been reached.</li> <li>• Ensure a successful transition between incoming and outgoing officers.</li> </ul>	