



## FORMING STAGE

- SUSPICION, FEAR, AND ANXIETY ABOUT THE JOB AHEAD
- EXCITEMENT, ANTICIPATION, AND OPTIMISM
- QUESTIONING WHY WE ARE HERE, WHAT WE ARE SUPPOSED TO DO AND HOW TO GET IT DONE
- LEADER DIRECTED

## STORMING STAGE

- RESISTANCE TO THE PROJECT TASK
- ARGUING AMONG MEMBERS EVEN WHEN THEY AGREE ON REAL ISSUE
- LEADER DIRECTED WITH A COACHING FOCUS

## NORMING STAGE

- NEW ABILITY TO EXPRESS CRITICISM CONSTRUCTIVELY
- ACCEPTANCE OF MEMBERSHIP IN THE TEAM
- A SENSE OF COHESION, A COMMON SPIRIT AND GOALS
- FOLLOWER DIRECTED WITH MOTIVATION FOCUS

## PERFORMING STAGE

- BETTER UNDERSTANDING OF MEMBERS STRENGTHS AND WEAKNESSES
- SATISFACTION AT THE TEAM'S PROGRESS
- CONSTRUCTIVE SELF-CHANGE

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## 4 STAGES OF GROUP DEVELOPMENT

- CLOSE ATTACHMENT TO THE TEAM
- FOLLOWER DIRECTED WITH A MENTORING FOCUS