

Steps to becoming a team

A group doesn't become a team right away. In order for a group to become a team, they tend to go through these four stages.

Forming

- The group first comes together
- Members are anxious and polite
- People learn about their responsibilities
- The leader takes a dominant role

Storming

- The group start to have conflicts
- Members can feel stressed and frustrated
- People may jockey for power
- The leader helps the team focus

Norming

- The group begins to feel like a team
- Members respect and appreciate one another
- People are committed to the team's goal
- The leader can delegate more

Performing

- The group is productive
- Members are trusting and help one another
- People deal with conflicts in a healthy manner
- The leader can focus on developing individual team members



* From Bruce Tuckman, "Developmental Sequence in Small Groups."