

Tuckman's Stages of Team Development

1. Forming

The team comes together. Everyone is on their best behavior and mostly focused on themselves – trying to figure out the team's goal and their role and responsibilities within it.



2. Storming

Working styles and personalities clash. Only 50% of teams hit this stage, the others go straight to Norming. Storming isn't necessarily a bad thing: "Disagreements within the team can make members stronger, more versatile, and able to work more effectively as a team." Unfortunately some teams never grow past this stage because of frequent changes in team membership, leadership or goals.



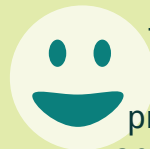
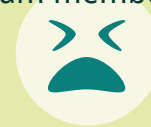
3. Norming

Team members resolve their differences. They grow to respect and appreciate each other and tolerate each others whims. They can ask for help and give constructive feedback. They share a common goal and everyone takes responsibility. The team starts to deliver more.



4. Performing

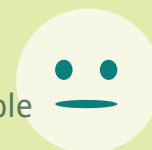
The team hums along. Their processes support them. The team is incredibly productive and great things happen. It's an awesome time to be part of the team.



New teams go through certain stages, before they can work well together. The stages are not strictly linear: some teams skip a stage, others oscillate between stages.

Stagnating (Not an official Tuckman Stage)

A team can hit this stage when it stays together for too long: members don't learn much anymore because there are no new people to learn from. Sometimes members don't enjoy working with each other anymore and their job satisfaction and results suffer.



5. Adjourning

The team members know that they are going their separate ways, e.g. because the project is nearing completion or the organisation is changing. It's time to grieve.

