

THE PROCESS OF TEAM DEVELOPMENT

Development stages are not 'right' or 'wrong', nor is one stage 'better' than any other. Each stage is part of the team's journey.

Pre Team Formation

Team Formation

Team Development

Team Maintenance

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 6
Individual	Group	Team: Search for belonging	Team: Clarification of roles and power issues	Team: Organisation of resources	Team: Focused on high performance
Behaviours - lack of common purpose - no shared responsibility	Behaviours - common purpose - one way sharing of responsibility	Behaviours <i>Forming</i> - values, attitudes styles of working - commitment - anxious, eager, expectant	Behaviours <i>Storming</i> - influencing, respect is earned - leadership is developed - power issues - polarities -frustration, confusion	Behaviours <i>Norming</i> - methods of operating and problem solving established - new energy, creativity & flexibility - develop trust and harmony	Behaviours <i>Performing</i> - strong rapport, high energy, openness, feedback enjoyment, extend for others - confidence, use team language



On the continuum, mark the point your team is operating at.

What observable team behaviour have you noticed to support this?