

Forming, Storming, Norming, Performing

Formerly known as "Tuckman's Team Development Model"

Source: Bruce Tuckman

Actions

- Establish base level expectations
- Identify similarities
- Agreeing on common goals

FORMING

- Making contact and bonding
- Developing trust
- Members dependent

- Identifying power and control issues
- Gaining skills in communication
- Identifying resources

STORMING

- Expressing differences of ideas, feelings, and opinions
- Reacting to leadership
- Members are independent or counter-dependent

- Members agree about roles and processes for problem solving

NORMING

- Decisions are made through negotiation and consensus building

- Achieve effective and satisfying results
- Members find solutions to problems using appropriate controls

PERFORMING

- Members work collaboratively
- Members care about each other
- The group establishes a unique identity
- Members are interdependent

Behaviors

- Each step builds on the previous one
- Each step prepares for the performing stage
- Skipping any step impacts Performing negatively
- Changes or new challenges may cause team to revert to earlier stage