

T E A M

Collaborate

You have undoubtedly participated on many teams...sports teams, school project teams, and maybe even some workplace teams. You know some of the problems and advantages of working on a team. However, did you know that most teams go through stages as they work to become high performing teams? Bruce Tuckman categorized the ways teams develop by forming, storming, norming, and performing. Review the 4 stages outlined below, and then complete **Guess the Stage** and answer the questions.

1. Forming:

Members come together with little focus or direction cordial but do not trust each other.

2. Storming:

Members challenge each other, people take sides and there is a lot of conflict.

3. Norming:

Members begin to find their roles, work together and share ideas.

4. Performing:

Team works well together and becomes very productive.

Guess the Stage

Categorize the Team Behaviors described below	F	S	N	P
1. Team members listen and seek to understand each other.				
2. Members take turn sharing leadership.				
3. Members challenge, evaluate, and destroy ideas.				
4. Members seem distracted and not able to focus on the core project.				
5. Members begin to freely share information with each other.				
6. Members work to clarify and establish their roles.				
7. All members participate and work together.				
8. Divisive feelings and sub-groups form within the group.				
9. Members are cordial and friendly to each other but do not trust one another.				
10. Not all teams get to this level of high productivity.				

Why is the storming stage important? _____

What is the best and worst thing about the performing stage? _____

Be prepared to share one of the team stages, F/S/N/P, you have recently experienced. _____
