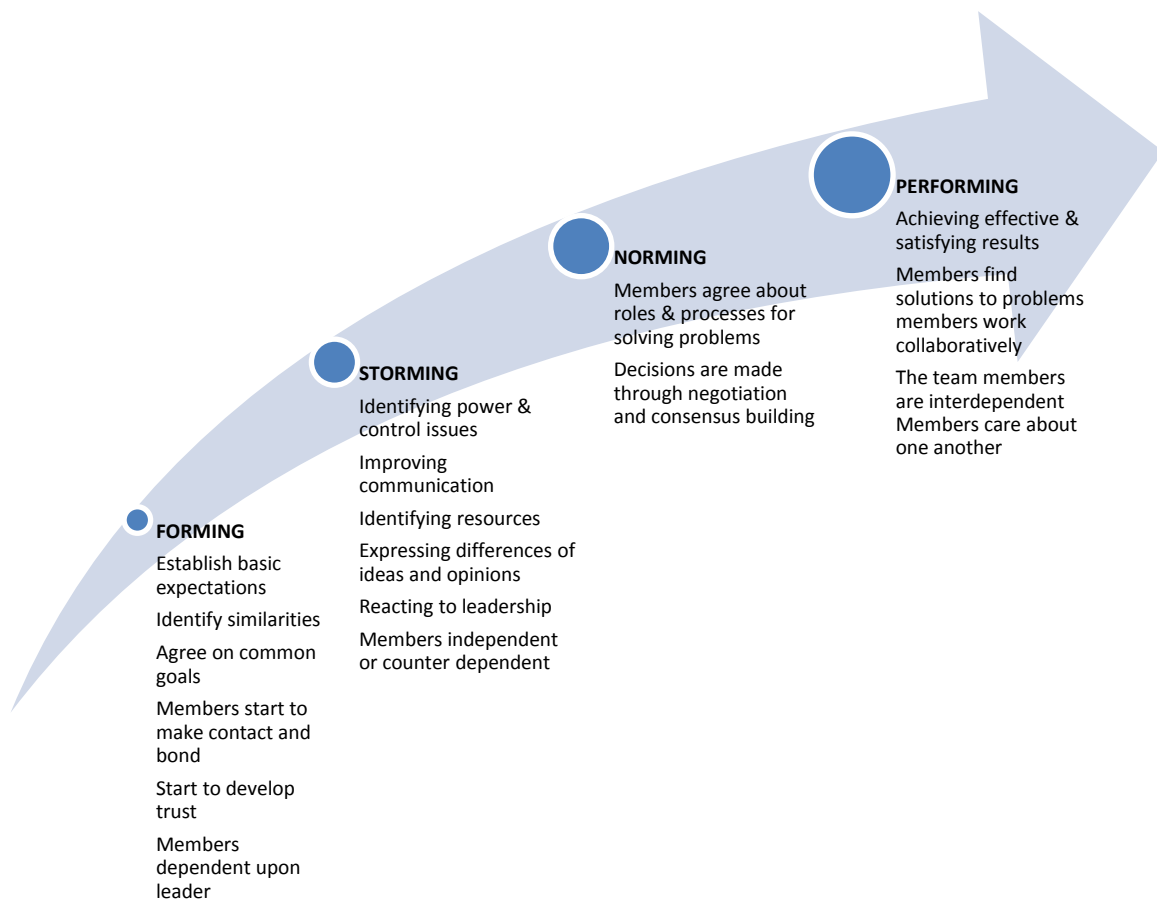


# Tuckman's Team Development Model



There is a progression through the stages as the team develops

Each stage prepares the team for performance

By-passing any stage will affect performance

Any changes to the group – a member joins or leaves - results in a 'new' team and the process is repeated.

Forming	Storming	Norming	Performing
<ul style="list-style-type: none"> <li>• Team members lack clarity what they are to do</li> <li>• The mission isn't owned by the team</li> <li>• There is a lack of direction</li> <li>• Trust has not been established</li> <li>• No relationships exist within the team</li> <li>• The team has not established 'the way they work'</li> <li>• There is no commitment to the team</li> </ul>	<ul style="list-style-type: none"> <li>• Roles and responsibilities are stated</li> <li>• Agendas are displayed</li> <li>• Problem solving doesn't happen</li> <li>• People are anxious</li> <li>• There is a lot of competition between team members</li> <li>• There is a lack of team spirit</li> <li>• People try different ideas</li> <li>• Cliques and splinter groups form</li> </ul>	<ul style="list-style-type: none"> <li>• Trust has been established and team members appreciate one another</li> <li>• There is clarity of purpose</li> <li>• There are no hidden agendas</li> <li>• Team members are confident</li> <li>• Creativity is displayed</li> <li>• Motivation is high</li> <li>• All team members are committed to the team mission</li> </ul>	<ul style="list-style-type: none"> <li>• Team members are highly motivated</li> <li>• Team needs take precedence over individual objectives</li> <li>• The team is highly effective</li> <li>• Team members display pride in the team</li> <li>• There is a high degree of trust</li> <li>• Team members are supportive of one another</li> <li>• The team achieves outstanding performance</li> </ul>

### Moving teams through the stages of team development

Forming to Storming	Storming to Norming	Norming to Performing
<ul style="list-style-type: none"> <li>• Establish and communicate the reason for the team – the mission</li> <li>• Set goals</li> <li>• Identify roles within the team</li> <li>• Establish ways to build trust within the team</li> <li>• Leader needs to be directive at this stage and assert their position</li> <li>• Bring the team together on a regular basis to work on joint projects</li> </ul>	<ul style="list-style-type: none"> <li>• The leader must set expectations with the team and should expect the team to deliver results</li> <li>• Leader should support positive team behaviour</li> <li>• Team leader should create a positive environment in which to work</li> <li>• Achievements must be recognised and celebrated</li> <li>• Team members respect and listen to each other</li> <li>• Team members recognise individuals' roles and expertise</li> <li>• Everyone works to create a supportive environment</li> <li>• Feedback is requested, accepted and acted upon</li> </ul>	<ul style="list-style-type: none"> <li>• Praise each other</li> <li>• Share responsibility</li> <li>• Delegate freely within the team</li> <li>• Communicate and keep every team member up-to-date</li> <li>• Share success</li> <li>• Commit time to the team</li> <li>• Evaluate their performance and strive to achieve more challenging objectives</li> <li>• Share leadership based upon individual skills sets</li> <li>• Are selective when recruiting new team members</li> <li>• Work to maintain team spirit.</li> </ul>