

Stages of Teams

All Teams experience these Stages. It is natural and normal. Recognizing what Stage the Team is in assists the Team to move forward, or stay in, a more productive Stage. Teams don't always go through the Stages in the order in which they appear below. Expect the Team to experience some of each Stage, and that can occur all at the same time. Teams also naturally revert to less productive stages when things get stressful, there are new conditions, new Team members or other events that negatively impact Team members or the work of the Team.

See also the Stages of Teams Indicators of Effectiveness Checklist and the Stages of Teams Checklist Discussion Feedback for more tools.

Forming

Setting the stage by informing and coordinating

Team Member Characteristics

Polite
Party Manners
Tentative

Strategies for Success

Recruit the 'right' Team Members and clarify roles
Focus on Vision and Root Cause of concerns
Come to consensus about common ground for change

Storming

Resolving conflict and tension by enduring and coaching

Team Member Characteristics

Questioning
Resisting
Disagreeing
Interpersonal conflict

Strategies for Success

Focus on Team purpose, goals and strategies
Use problem solving, conflict resolution and consensus building strategies
Listen actively to concerns and feedback

Norming

Beginning to work in synergy by collaborating and empowering

Team Member Characteristics

Building relationships
Mutual respect
Value diversity of team

Strategies for Success

Emerging shared authority and responsibility
Team roles flexible and interchangeable across agency representation
Time for attending to work of the plan is routine
Communication is relaxed and effective

Performing

Achieving meaningful progress and championing the team's purpose

Team Member Characteristics

Working as one unit
Mutually beneficial

Strategies for Success

Make data based decisions, reliance on facts
Tackle more challenging problems
Build on energy to elicit support of wider community
Establish sustainable processes beyond life of Team MAP