Model of Group Formation

(Tuckman)

FORMING

- Individuals come together
- Getting to know each other
- Making personal impact on a group
- Feel anxiety as position within group is defined
- Group hierarchy starts to form

STORMING

- Individual confidence may lead to conflict
- Personal agenda setting
- Success at this stage leads to more focused group relationships
- Can inhibit progression at this stage and even lead to failure

NORMING

- Behavioural standards and norms between group members established
- Procedural rules provide group with framework for operation
- Some may have hidden agenda that allows them to achieve own objectives

PERFORMING

- Successful completion of other stages leads to significant progress on the group purpose
- Group becomes mature and can operate effectively

Adjourning

- Individuals leave the group or the group dissolves on completion of objectives
- Time for reflection and re-orientation

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