Stages of Group Development

FORMING:
- Clarification of roles and goals
- Orientating to task and other group members
- Establishing membership, safety within group
- Understanding roles
- Minimal actual work is completed

Leadership style: directing (seeking direction)

STORMING:
- Jockeying for position
- Conflicting ideas emerge
  - Leadership
  - Structure
  - Power
  - Authority

Leadership style: coaching
- Continues directive with increased support
- Conflict resolution

NORMING:
- Code of behavior/expectations agreed upon
- Conflicts resolved
- Increased openness

Leadership style: consulting, supporting
- Less directive continued supportive

PERFORMING:
- Close/open relationships, group unity
- High morale, loyalty to group
- Interdependence
- Whole>parts

Leadership style: delegating, leadership shifts to team
- Less directive and supportive