

Tuckman's Group Stages

Developed in 1965 by Bruce Tuckman, the **group stages** indicate the path that many teams and groups follow over the course of their time together. As a facilitator, it is helpful to keep these stages in mind. They can help you better understand the reasons your group interacts in the ways it does at different times.

forming STAGE 01

In the Forming stage, team members are positive and polite to each other and are still trying to understand their role on the team and the work they will be doing.

Open group tips:

- Spend one-to-one time with a participant before they start their first session to go over what they can expect from their time in the group.
- Allow extra time for participants to mingle before and after each session.
- Invite participants to come early and help you set up the room.
- Enjoy refreshments to casually get acquainted.

storming STAGE 02

In the Storming stage, individuals are learning about each other's working styles and may push back on the team goal, on each other and on the group leader.

Open group tips:

- Have a senior participant summarize group agreements and expectations at the beginning of each session.

norming STAGE 03

Norming happens as differences begin to get resolved and group members feel comfortable working together toward the group goal.



performing STAGE 04

Performing marks the achievement of the group goal.

Open group tips:

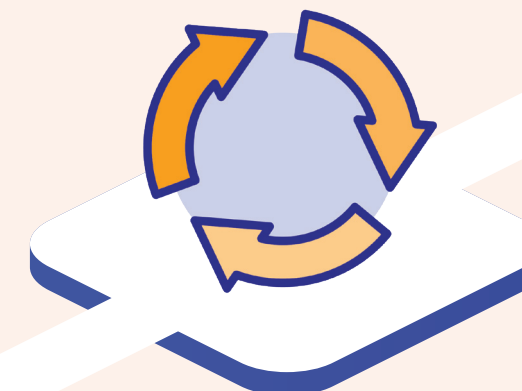
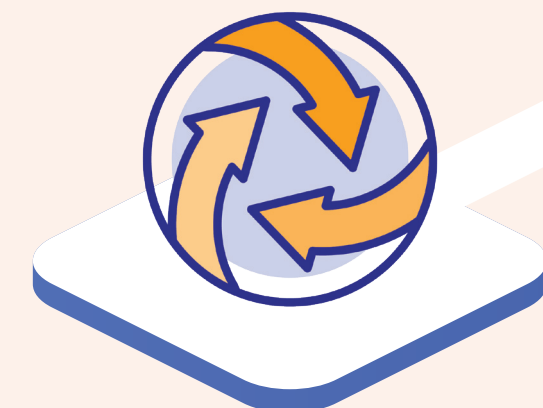
- Have participants share reflections on what was learned at the end of each session.
- Summarize the experience and affirm participants at the end of each session.

adjourning STAGE 04

The adjourning stage means "goodbye." A planned conclusion usually includes recognition for participation and achievement and an opportunity for members to say personal goodbyes.

Open group tips:

- Allow outgoing participants to share their experience, progress and next steps.
- Offer certificates or other forms of recognition for outgoing participants.
- Share next steps with returning participants.
- Occasionally invite group alumni to return and share their experience with current group members.



- Encourage participants to introduce themselves and share what they are hoping to achieve.
- Gain skills for increasing motivation and "rolling with resistance" when challenges or concerns arise.
- Gain skills for working with different types of personalities.

Open group tips:

- Begin each session with a rounds activity, warm-up question or small-group discussion to help everyone become comfortable with sharing.
- Allow senior group members to help your group refocus when conversations get off track.

West Chester University (2022). Tuckman's Stages of Group Development. Retrieved June 15, 2023, from <https://www.wcupa.edu/coral/tuckmanStagesGroupDevelopment.aspx>

The Change Companies (2023). *Interactive Journaling®* Facilitator Guides. Retrieved from <https://www.changecompanies.net>