# GROUP DYNAMICS

Tuckerman (1965) Model of Group Development is a helpful explanation of the group process. This can assist you with understanding the natural group tendencies and how to work with the group to achieve maximum potential.

## Stage 1: Forming

Individual behavior is driven by a desire to be accepted by the others, and avoid controversy or conflict. Serious issues and feelings are avoided, and people focus on being busy with routines, such as team organization, who does what, when to meet, etc. Overall this is a very task oriented  and this is a comfortable stage to be in, but the avoidance of conflict and threat means that not much actually gets done.

## Stage 2: Storming

Individuals in the group can only remain nice to each other for so long, as important issues start to be addressed.  Some people's patience will break early, and minor confrontations will arise that are quickly dealt with or glossed over. Members will challenge the leadership.  Some will observe that it's good to be getting into the real issues, whilst others will wish to remain in the comfort and security of stage 1.  Depending on the culture of the  organization and individuals, the conflict will be more or less suppressed, but it'll be there, under the surface.

> **Keep in Mind….**
> It is a tendency to jump from forming to performing immediately to accomplish the task or to revert to  storming after norms have already been accomplished. The thing to remember is that stages are sequential and that the leader can help the group move through the stages in order to achieve their potential.

## Stage 3: Norming

As Stage 2 evolves, the "rules of engagement" for the group become established, and the scope of the group's tasks or responsibilities are clear and agreed.  Team building efforts to increase group unity and shared responsibility is encouraged. Having had their arguments, they now understand each other better, and can appreciate each other's skills and experience.

## Stage 4: Performing

Not all groups reach this stage, characterized by a state of interdependence and flexibility. Everyone knows each other well enough to be able to work together, and trusts each other enough to allow independent activity.  Group members assume roles that are necessary to achieve goals.  Group identity, loyalty and morale are all high, and everyone is equally task-orientated and people-orientated.  This high degree of comfort means that all the energy of the group can be directed towards the task(s) in hand.

Adapted from  http://www.chimaeraconsulting.com/tuckman.htm