

Stage	Issues and dynamics the group will experience
<p>Stage 1: Forming</p> <p>The beginning. The group starts to work out issues of inclusion, influence, and openness. A time of exploration. People are cautious. We don't know one another.</p>	<p>Will I be accepted? How invested do I want to be in the work, in the relationships? Who's the leader? Is the leader competent?</p>
<p>Stage 2: Storming</p> <p>A time of competition and strained relationships. Some degree of tension and stress. The level of conflict may range from low to high. Issues of influence, power, leadership, and decision-making.</p>	<p>How much influence will I have? How much am I willing to be influenced? To what extent can I speak my mind? How open am I to hearing what others think and feel? Who will I support and who will support me?</p>
<p>Stage 3: Norming</p> <p>A period of cohesiveness. Having worked through the storming stage, people see that they have a degree of common interests. The group develops norms that help them work together. All groups have rules that define appropriate and inappropriate behavior. They may be explicit or implicit. Some use the term standards, when referring to those that are definite and clear, and norms when referring to those that may be more implied.</p>	<p>What are the norms we want to work within? What norms will help us be most effective in accomplishing our work? Which will be most helpful in maintaining working relationships? What is my relationship with the team leader? What are the written rules, i.e., standards? What are the unwritten rules, i.e., norms? What norms/standards have helped us deal with differences among us?</p>
<p>Stage 4: Performing</p> <p>Having worked through the first three stages the group's energies will more fully turn to accomplishing its task.</p>	<p>What's the overall task? What are the objectives for this meeting or event? How much attention do we need to give our relationships in order to do our work? Are we addressing disagreements and conflicts at an early stage?</p>
<p>Stage 5: Adjourning</p> <p>The job is completed, and the life of the group is ending. Depending on the depth of relationships and the investment in the work that developed during the life of the team there is a letting go dynamic, possibly even a grieving, that is experienced. Often there is a finishing up of the work that requires attention. This stage is often overlooked and occasionally overplayed.</p>	<p>What evaluation is needed? What kind of goodbye is appropriate? Is the group continuing in some form with some members leaving and others joining? Are some members having a difficult time letting go? Are others finding ways to leave quickly and even abruptly?</p>