

Using the Tuckman Model

You can use this worksheet to assess how a group has moved through the stages of the Tuckman Model of group development. The group might be a small working group, the parish vestry, Diocesan Council, or a learning community of teachers and students (or trainers and participants). It could be a group with a specific task meeting only one time or a rather broad set of objectives worked on over months or years. It might meet in-person or on Zoom or a mix. Matters of structure, purpose, frequency and technology will all influence the degree to which each stage of the model is completed and the shape that takes, e.g., an in-person group have a considerably different experience than a group meeting on Zoom. ***You want to assess the groups' development in terms of what is possible given all the above*** e.g., a long term group, in comparison with a group meeting two times, may go through the stages several times and have the potential for a fuller experience of each stage; and the cohesiveness of a group and fullness of accomplishment will differ between in-person and on-line groups; also, are you assess the group at a mid-point in its work or at the conclusion?

We suggest that you begin at Stage 4: Performing and work your way backward.

Indicate your rating by circling a number.

Stage 4: Performing – Accomplishing the task. Attending to both task and team relationships

We completely failed at accomplish our task				We exceeded expectation in competing the task
1	2	3	4	5

Comments:

Stage 3: Norming – A degree of team cohesiveness. Developing norms and standards allowing for effective work.

We were totally unsuccessful at developing norms and standards for our work together				We exceeded expectations in developing norms and standards for working together.
1	2	3	4	5

Comments:

Stage 2: Storming – Working out dynamics of influence and leadership in the total group and any sub-groups.

We failed to work out the dynamics and issues of influence and power.				We were very successful at dealing with the dynamics and issues of influence and power
1	2	3	4	5

Comments:

Stage 1: Forming – Will I be accepted? How much am I willing to do the work? Are the leaders competent?

We were ineffective at working out matters of inclusion and acceptance, developing adequate trust				Very effectively managed matters of inclusion and acceptance, developing adequate trust
1	2	3	4	5

Comments: