

Stages of Team Development

Tuckman (1965) describes four stages of group development: forming, storming, norming and performing. The stage of development identified as “performing” is the level of interaction required to reach cohesive practice between different professions. This is what has been defined as interprofessionality by D’Amour and Oandasan (2005). Use the chart below to assess the current stage of your team. Which stage description best fits your team? Individually and as a team, discuss what you can do as a team to move towards the next stage in development.

Tuckman’s Stages of Group Development

Stage	Description	Check which points best describe your team
Forming (testing and dependence)	<ul style="list-style-type: none">• Developing an emotional need of team members for acceptance.• Testing behaviours to see what is acceptable based on the reactions of other team members.• Looking for guidance and support from identified leaders.• Developing commitment and trust.• Getting to know each other, finding common ground.	



<p>Storming (intra-group conflict)</p>	<ul style="list-style-type: none"> • Striving to express individuality which can lead to resistance against the forming team structure. • Requiring resolution of power and control issues. • Lacking of unity. • Infighting occurring among members. • Testing by members to clarify boundaries. • Expressing disagreements by members and exploring of compromises. • Emotional need to accept differences between team members. 	
<p>Norming (development of group cohesion)</p>	<ul style="list-style-type: none"> • Acceptance of each other and the team by demonstrating shared responsibility for leadership. • Holding each other accountable for team behaviours and communication. • Cooperation and harmony among different providers. • Alignment of individual goals is with team goals. 	
<p>Performing (functional roles)</p>	<ul style="list-style-type: none"> • Cohesion within the team; it is easy for members to share strengths and growth and focus on work issues rather than interpersonal ones. • Trust and respect for different disciplines. • Individuals feel accepted by other team members. 	

