



SAINT JOSEPH CATHOLIC HIGH SCHOOL
STRIVE
GROUP FORMATION

The **Forming – Storming – Norming – Performing** model of group development was first proposed by Bruce Tuckman in 1965, who maintained that these phases are all necessary and inevitable in order for the team to grow, to face up to challenges, to tackle problems, to find solutions, to plan work, and to deliver results.

Forming

- Becoming a group and developing a positive work culture
- Becoming connected and oriented
- Developing group identity and commitment
- Seeking structure and direction
- Wanting to be accepted and included

Storming

- Dealing with individual issues of power and control
- Anxiety about loss of one's autonomy in the group
- Confronting dependency on leader and/or group will
- Self-assertion or withdrawal in self-protection
- Tensions and conflicts among group members

Norming

- Managing conflict and establishing structure
- Clarifying control concerns
- Fostering group cohesion and pride
- Entering a period of relief, the group "honeymoon"

Performing

- Balancing individual autonomy with group commitment
- Functioning interdependently with shared goals
- Communicating freely with trust and respect
- Confronting constructively perceived problems and conflicts

Groups will proceed through these phases at different paces. It is important to identify where your group is and reflect this in your time together.

As an advisor, your role changes depending on the group formation phase your Strive is in. See the table below.

<i>GROUP DEVELOPMENT PHASE</i>	<i>Tasks of the Facilitator</i>
FORMING	<p>DIRECTING</p> Structuring the group and setting the tone Clarifying goals and expectations Building group connections
STORMING	<p>MANAGING</p> Resolving points of conflict Normalizing tension and discomfort Being a non-anxious catalyst for confrontation
NORMING	<p>CONSULTING</p> Defining one's position and ideas Sharing leadership role Incorporating diversity and creativity
PERFORMING	<p>SUPPORTING</p> Celebrating group performance Letting go to support group process Preparing for closure & evaluation issues

To help your group move along the first two phases follow these suggestions:

<i>GROUP DEVELOPMENT PHASE</i>	<i>Tasks of the Facilitator</i>
FORMING	<p>Co-ordinate & direct the group.</p> Involve the group in getting agreement about the goals of the group. Let people in the group talk about their concerns. Establish ground rules for the group and get agreement on these. Support everyone's contributions. Appreciate the efforts being made by group members.
STORMING	<p>Encourage people to express their feelings.</p> Accept criticism and negative feedback about the process and progress of the group. Involve the group in resolving issues rather than only giving your views or advice. Remind the group of the ground rules and group goals.

Resources:

http://en.wikipedia.org/wiki/Tuckman's_stages_of_group_development

[http://www.cappe.org/ed_mod/v.%20GROUP%20DYNAMICS\[1\].pdf](http://www.cappe.org/ed_mod/v.%20GROUP%20DYNAMICS[1].pdf)

<http://www.health.qld.gov.au/capir/documents/19725.pdf>