# Developmental Stages of a Group

### Created by Bruce Tuckman, 1965

The effectiveness of groups develops over time through phases of "maturity" or growth:

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| I | II | II | IV |
| **Forming** | **Storming** | **Norming** | **Performing** |

*Group Maturity over Time*

Groups experience unique and predictable issues and challenges at each stage:

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| Stage of Group Development | When/Why a Group Experiences This Stage | Common Issues of Challenges at This Stage |
| Forming | The members of the group come together for the first time; a member is added; a member leaves; the focus or work of the group changes; etc. | * Impatience to get going * A "wait-and-see" mindset * Skepticism * Getting acquainted * Joining an existing group |
| Storming | The group needs to determine its structure and decide how members will work together before moving forward. | * Disagreement about goals and objectives * Confusion about roles and rules * Frustration * Conflict * Formation of sub-groups |
| Norming | The group has been together for a while, and members work well together. | * Complacency of members * Avoidance of conflict to keep peace * Less than 100% participation * Slowing momentum |
| Performing | Group identity is complete, the group is fulfilling its purpose, and the members feel an attachment to the group. | * Sustainability * Stagnation * Adjusting to changes * "Raising the bar"/getting to the next level |