

KeyMakers Kick-Off: Tuckman's Stages of Team Dynamics

September 2016

STAGE	BEHAVIORS	FEELINGS	PRODUCTIVITY
Forming	<ul style="list-style-type: none"> <input type="checkbox"/> Attempts to define the task <input type="checkbox"/> Attempts to determine team norms <input type="checkbox"/> Focus on the "self" as opposed to the team <input type="checkbox"/> Polite <input type="checkbox"/> High level discussions <input type="checkbox"/> Team members testing the leader <input type="checkbox"/> Complaints <input type="checkbox"/> Discussions about why "it" won't work 	<ul style="list-style-type: none"> <input type="checkbox"/> Nervous <input type="checkbox"/> Pride for being selected <input type="checkbox"/> Excitement <input type="checkbox"/> Optimism <input type="checkbox"/> Fear <input type="checkbox"/> Anxiety 	Low
Storming	<ul style="list-style-type: none"> <input type="checkbox"/> Arguing <input type="checkbox"/> Differences of opinion <input type="checkbox"/> Defensiveness <input type="checkbox"/> Quietness <input type="checkbox"/> Interruptions <input type="checkbox"/> Team Members not listening <input type="checkbox"/> Round and round discussion 	<ul style="list-style-type: none"> <input type="checkbox"/> Resistance <input type="checkbox"/> Fluctuations and shifts in attitude toward the team or task <input type="checkbox"/> Frustration 	Low
Norming	<ul style="list-style-type: none"> <input type="checkbox"/> Attempts to reduce conflict <input type="checkbox"/> More personal sharing and confiding in each other <input type="checkbox"/> A sense of team spirit, camaraderie <input type="checkbox"/> Team norms are respected <input type="checkbox"/> A shift in the focus from the self to the team 	<ul style="list-style-type: none"> <input type="checkbox"/> Relief <input type="checkbox"/> Feeling of belonging 	Medium
Performing	<ul style="list-style-type: none"> <input type="checkbox"/> Individuals begin looking at their behaviors and self-adjusting <input type="checkbox"/> Team solves problems together <input type="checkbox"/> Supportiveness and attachment within the team 	<ul style="list-style-type: none"> <input type="checkbox"/> Satisfaction with work <input type="checkbox"/> Energized <input type="checkbox"/> Sense of belonging 	High
Adjourning	<ul style="list-style-type: none"> <input type="checkbox"/> Closure <input type="checkbox"/> Celebration 	<ul style="list-style-type: none"> <input type="checkbox"/> Sadness <input type="checkbox"/> Pride of accomplishment 	Low