Tuckman's Team Development Model

- · Achieve effective and satisfying results
- · Members find solutions to problems using appropriate controls

TASKS

PERFORMING

- · Members work collaboratively
- · Members care about each other
- The group establishes a unique identity
- Members are interdependent

Members agree about

NORMING

- Decisions are made through negotiation and consensus building
- roles and processes for problem solving
- control issues · Gaining skills in communication

· Identifying power and

· Identifying resources

STORMING

- · Expressing differences of ideas, feelings, and opinions
- · Reacting to leadership
- Members independent or counterdependent

· Establish base level expectations

- · Identify similarities
- · Agreeing on common goals

FORMING

- · Making contact and bonding
- · Developing trust
- · Members dependent

BEHAVIORS

- Each step builds on the previous one.
- Each step prepares for the performing stage.
- Skipping any step effect performing negatively.
- With every new challenge, the process repeats