

## Four Stages of Team Development

### Team Development

When a group of people is first formed into a team, their roles and interactions are not established. Some individuals may merely act as observers while they try to determine what is expected from them while others may engage the process immediately.

There are many models that describe team developmental progression. They are similar and suggest that the process occurs in four predictable stages. Each stage is characteristically different and builds on the preceding one. The implication is that all teams must develop through this predetermined sequence if they are to be fully functioning teams.

*Moser Performance Group has innovative team coaching techniques and assessments that will help teams of any size move through all the stages of team development.*

### Four Stages of Team Development

Forming	Storming	Norming	Performing
The Forming stage of team development is an exploration period. Team members are often cautious and guarded in their interactions not really knowing what to expect from other team members.	The Storming stage of development is characterized by competition and strained relationships among team members. There are various degrees of conflict that teams experience but basically the Storming stage deals with issues of power, leadership, and decision-making.	The Norming stage of team development is characterized by cohesiveness among team members. After working through the storming stage, team members discover that they in fact do have common interests with each other.	The Performing stage of team development is the result of working through the first three stages. By this time, team members have learned how to work together as a fully functioning team.

**Contact Moser Performance Group to discuss how we can move your team forward.**

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