



Stage	Tasks	Team Characteristics	Action Steps
Forming	<ul style="list-style-type: none"><li>➤ Establish base level expectations</li><li>➤ Identify similarities</li><li>➤ Agree on common goals</li></ul>	<ul style="list-style-type: none"><li>➤ Individuals not clear on what they're suppose to do</li><li>➤ Wondering on the direction of the team</li><li>➤ Little or no trust</li><li>➤ People are not committed to the team</li><li>➤ High learning/high risk</li></ul>	Forming to Storming: <ul style="list-style-type: none"><li>➤ Set a mission</li><li>➤ Set goals</li><li>➤ Establish roles, tools and resources</li><li>➤ Directive leadership</li><li>➤ Work on common tasks</li><li>➤ Identify ways to build trust</li><li>➤ Choose to move to the next level</li><li>➤ Conscious decision to be on the team</li></ul>
Storming	<ul style="list-style-type: none"><li>➤ Identify power and Control issues</li><li>➤ Gain communication skills</li><li>➤ Identify resources</li></ul>	<ul style="list-style-type: none"><li>➤ Roles and responsibilities articulated</li><li>➤ People want to modify the team's goals</li><li>➤ Trying new ideas</li><li>➤ Anxiety abounds</li><li>➤ Problem solving doesn't work well</li><li>➤ Personal attacks</li><li>➤ Little team spirit</li></ul>	Storming to Norming: <ul style="list-style-type: none"><li>➤ Team Leader facilitates the group for wins, creates a positive environment</li><li>➤ Ask for and expect results</li><li>➤ Agree on individuals' roles and responsibilities</li><li>➤ Buy into objectives and activities</li><li>➤ Listen to each other</li><li>➤ Request and accept feedback</li><li>➤ Build trust by honoring commitments</li></ul>
Norming	<ul style="list-style-type: none"><li>➤ Agree about roles and processes for problem solving</li></ul>	<ul style="list-style-type: none"><li>➤ Success occurs</li><li>➤ Team has all the resources for doing the job</li><li>➤ Hidden agendas become open</li></ul>	Norming to Performing <ul style="list-style-type: none"><li>➤ Praise and flatter each other</li><li>➤ Share rewards for successes</li><li>➤ Share responsibility</li></ul>

		<ul style="list-style-type: none"> <li>➤ More individual motivation</li> <li>➤ Appreciation and trust builds</li> <li>➤ Team gains commitment from all Members on direction and goals</li> </ul>	<ul style="list-style-type: none"> <li>➤ Share leadership role in team based on who does what best</li> <li>➤ Commit time to the team</li> <li>➤ Keep raising the bar</li> <li>➤ Self-evaluate without fuss</li> </ul>
Performing	<ul style="list-style-type: none"> <li>➤ Achieve effective and satisfying results</li> <li>➤ Find solutions to problems using appropriate controls</li> </ul>	<ul style="list-style-type: none"> <li>➤ Team members feel motivated</li> <li>➤ No surprises</li> <li>➤ Efficient team operations, little waste</li> <li>➤ Team members have objective outlook</li> <li>➤ High pride, openness, support, trust and empathy</li> <li>➤ Ok to risk confrontation</li> </ul>	