PERFORMING

norming

STORMING

FORMING

4 Stages of Team Development
Forming

Members are getting aquatinted

Resistance – by some players, resist hierarchy

Testing Boundaries – are they being taken seriously?

Learning how group functions

Players talents and abilities are scrutinized
Storming

Anxiety

Defensive & Resistant
  How it was on previous team

Struggle for Control
  Rivalry, jealously, competition for Positions
  Seniors, blue chip athletes

Conflict with Members or Coaches

Conflict is Healthy
  Speeds up cohesion

Deal with Conflict
  Acknowledge it
  Identify Common Ground
  See all Sides
  Develop a Plan
  Let it Go – No Baggage
Norming

Norms Established & Accepted

Expectations – rules

Members able to give feedback
  Reflect on accuracy
  See Another’s view

Teamwork
  “Amazing how much can be done,
   when no one worries about who gets
   credit”
PERFORMING

Group Energy & Concern

Part of Something Bigger

Rise above Differences & Focus on Common Ground

Players Know and Accept Role