



STAGES OF GROUP DEVELOPMENT



OUR PROMISE

If you would like to explore the design of the meeting with a Stop At Nothing consultant, please feel free to reach out to us at information@stopatnothing.com. Please know that we provide this exercise without any obligation. We are happy to offer this advice because it is consistent with our mission of helping as many people and teams to reach their full potential by developing self-awareness and achieving personal transformation.



ADVANCE OF THE SESSION

- 1. The senior leader should provide a work context for participants:**
 - The intention is to help the team perform more effectively and to create cohesion and camaraderie. *"Things don't need to be broken to still allow room for significant improvement."*
- 2. Send the Stages of Group Development tool to meeting participants ahead of time and ask them to review it thoroughly, highlighting the behaviors they see from the team.**
- 3. Participants should come prepared with thoughts on:**
 - i. What stage are you in?
 - ii. What are some of your more evolved behaviors?
 - iii. What are the some of the least evolved behaviors?
 - iv. What behaviors will create the biggest positive shift in team performance?



DURING THE MEETING

1. **Reiterate the intention of the exercise and facilitate a discussion around the following items.**
 - i. What stage are you at?
 - ii. What are your more evolved behaviors?
 - iii. What are your least evolved behaviors?
 - iv. If there was just one behavior you could develop to have the biggest impact what would it be?
2. **Create an action plan— possibly in the meeting or as homework agreeing on a time to come back together to review.**

If you would like to further explore the meeting with a Stop At Nothing consultant, please feel free to reach out to us at information@stopatnothing.com. We are happy to offer any advice that could be beneficial to you and your team.

STAGES OF GROUP DEVELOPMENT

FORMING

Intra-Personal

- Who's here? Who do I like?
- Do I want to be here?
- Will I be accepted?
- What role will I play?
- Feel tentative, Uncertain.
- Sensitive to clues.
- Awareness of personal fears.
- Do I have what it takes?
- How does work get done?
- What's in it for me?
- Who is in charge of what?

Inter-Personal

- Politeness.
- Careful interaction.
- Generalities.
- Small talk.
- Begin relations with group members.
- Learning/doing own jobs.
- Little understanding of peer personalities.
- Occasional "tunnel vision."

Group/Team

- General orientation.
- What is our purpose? Why does this group/team exist?
- What is vision of group/team role?
- Begin looking at strengths and weaknesses.
- What are our key goals and strategies?
- Unclear of linkages with peers' roles and goals.

STORMING

Intra-Personal

- What can I reveal?
- Am I respected, considered valuable?
- What ideas/experience can I contribute?
- Do I agree/disagree with others?
- How do I get my way/ results?
- Who has better/worse credentials?
- Where/who are my obstacles and challenges?

Inter-Personal

- Learning peers' styles.
- Bids for power. Competition, active and passive.
- Interaction level increases.
- Silos, alliances, and turf issues.
- Personal agendas vs. team agendas.
- Quiet apprehensions.
- Sorting out team dynamics.
- Conflict avoidance, and end-runs.

Group/Team

- Getting organized.
- What are the real problems or issues?
- Resistance to each others ideas – selling own.
- Defining mission, goals, and strategies.
- Process orientation.
- Clarifying teamwork and team point of arrival.
- Defining team strengths, weaknesses, and barriers.

NORMING

Intra-Personal

- How can I help the group more?
- Share ideas regarding how I/we do my/our job(s).
- Willingness to help, go beyond duty for team members.
- More security. Less personal fear.
- Clear expectations.
- Feeling solid with personal contributions and role.
- Getting along with teammates.

Inter-Personal

- Modeling/cascading more open feedback. More trust.
- General cooperation.
- Increased self-disclosure.
- Listening more carefully.
- Commitment to emerging leadership dynamics.
- Less image manipulation.
- Leveraging differences.
- Healthier conflict and mutual problem solving.

Group/Team

- Data flows quickly and openly amongst team members.
- Increased dialogue and exchange of viewpoints.
- Problems better defined.
- Increased trust.
- Team-based urgency to generate solutions.
- Sharing best practices and resources.
- Focused alignment and interdependency.

PERFORMING

Intra-Personal

- Feel totally free to share facts, feelings, opinions, and concerns.
- Unselfish enthusiasm for team.
- Total commitment to task and role.
- Strong desire for action/ driving results.
- Proactive individual/peer development.
- Truly appreciative of different views and personalities on team.

Inter-Personal

- Direct, timely and candid discussions about intra-personal or systemic issues.
- Full awareness and support of other's concerns and motives.
- Straight talk. Real people. No taboo subjects.
- Having fun. Enthusiastic.
- Active/empathic listening and open developmental feedback.
- Near total openness and trust.

Group/Team

- Creative problem solving.
- Accelerated consensus decision-making.
- Relationship and results-oriented.
- Shared responsibility for group processes. Total alignment.
- Driving breakthrough results.
- Decisions trusted/ supported at team and individual level.
- Total team commitment.
- Celebrating team successes.