LDE - Tuckman’s Team Development Theory – Assignment Work

Tuckman’s Team Development Theory is a theory which suggests that there are 5 separate stages to team development. These are known as FSNPA, also known as Forming, Storming, Norming, Performing and Adjourning. It explains that ‘groups evolve even if they’re not aware of it’ [1] The stages can both progress and regress, meaning that stages can move both forward and backward. The theory is based upon observations made by Tuckman when watching teams develop over time.

The Norming stage is where the group uses its newfound cohesion to work together effectively as a team. People are usually more open with each other, open to work together and are happy to trust one another as ‘they accept each other and attempt to make further progress.' [3] There is also more of a shared leadership within the group as the initial power struggle between team members has died down. ‘Processes and procedures are agreed upon’ [1] so the team members have a shared goal and thus are more efficient, effective and there is a shared sense of ‘freedom to be open and share ideas.’ [1]



This makes the Norming stage of Tuckman’s Team Development Theory extremely constructive, as prior stages of the theory have little to no work completion throughout their lifespan. As work is tackled for the first time in the team, members have a ‘sense of belonging’ [1] and so prioritise the needs of the team and not their individual needs. Communication between team members usually hits its peak during this stage as everyone is working together in order to find a resolution for the task at hand.

The Norming stage’s primary purpose is to serve as a state of ‘data flow between group members’ [1] due to the peak in communication. However, it is possible that the group may fall back into old habits and lose its cohesion as members ‘may think that the team will fall apart’ [1], causing the team to fall back into the Storming stage of the theory. ‘As new tasks appear, conflict may arise.’ [2]In essence, this means that to prevent future conflict or the changing of the current state of the team, members may remain outspoken or ‘resist change of any sort.’ [1]

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