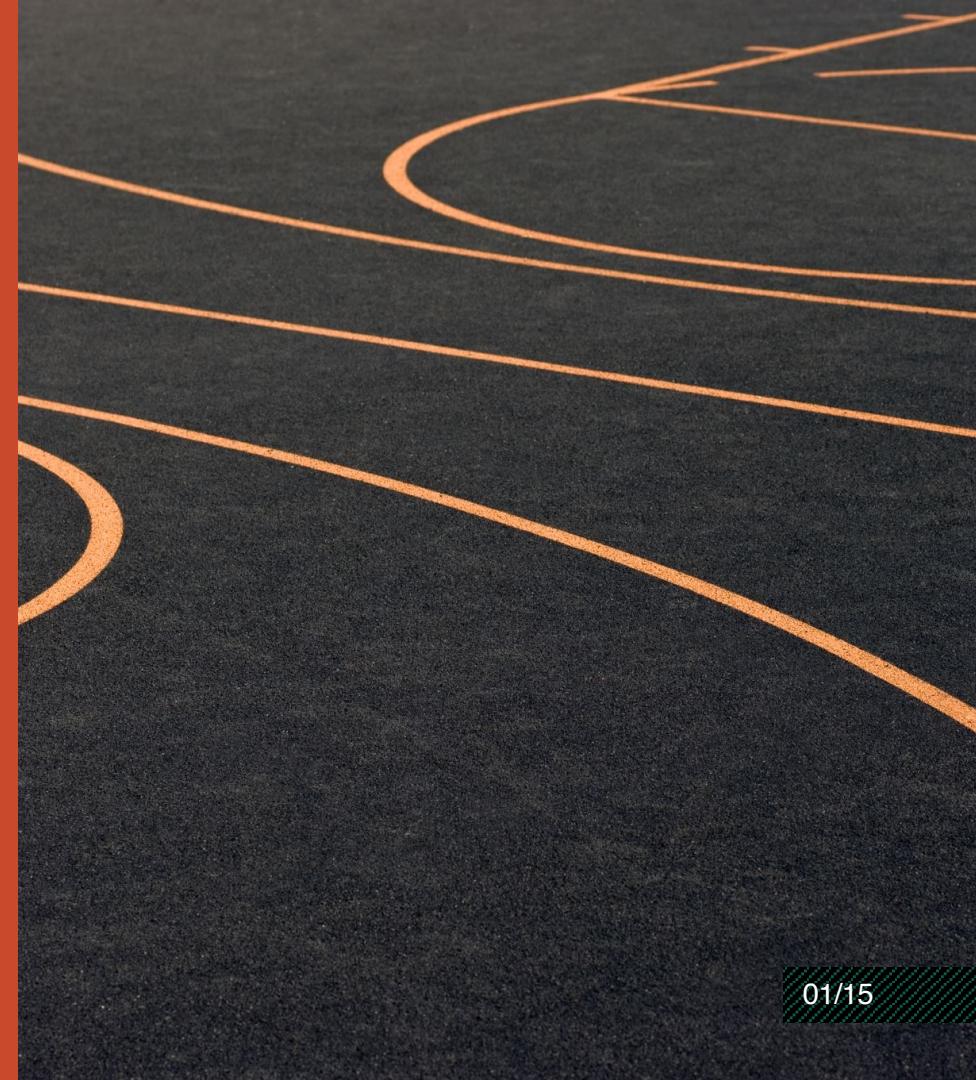


# Tuckman Model of Team Development

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# The Tuckman Model



Helps explain the five important stages of team development and growth



Provides insight into team challenges, conflicts and how to navigate and build cohesion for high performance

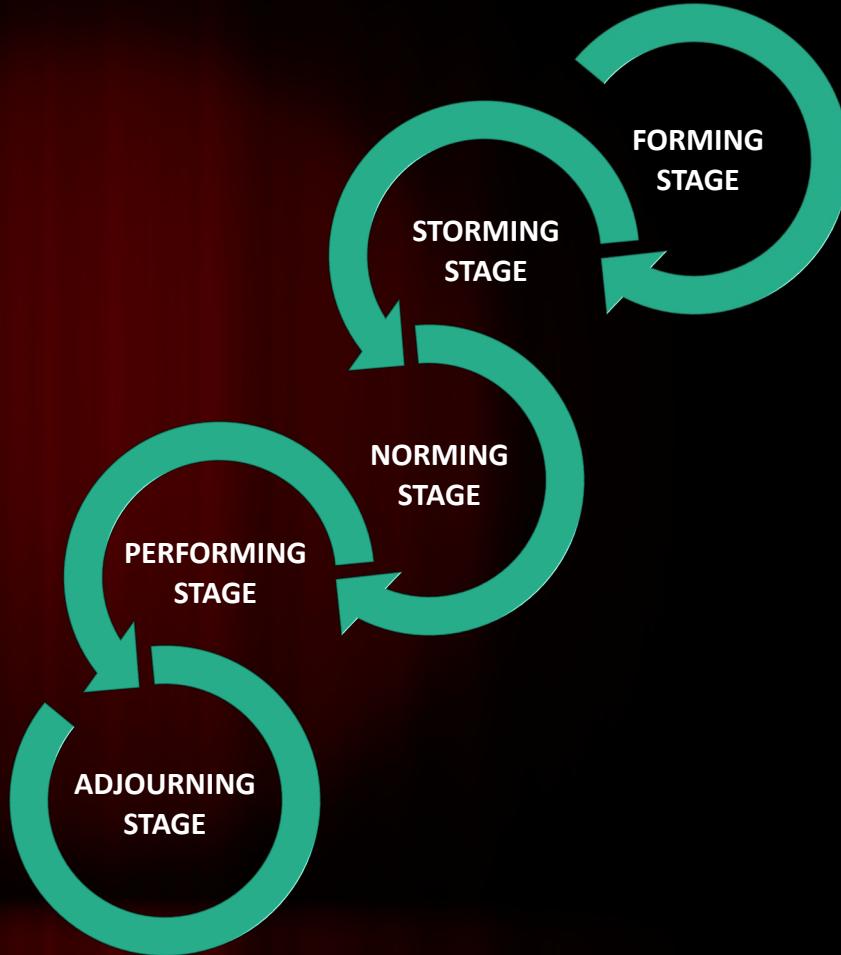


Considers the dynamics of team interactions and the impact of individual behavior on the overall team



Helps team understand the normalcy of conflict and to effectively work through it to achieve a high-performing team

# Stages of Team Development



# FORMING STAGE

A photograph of two men in a modern office setting at night. One man is seated at a desk, looking out a large window that offers a view of a city skyline with illuminated buildings. The other man is standing behind him, also looking out the window. The office has a minimalist design with dark walls and a large window. The scene is dimly lit, with the city lights visible through the window.

# Forming Stages

Team members lack clarity what they are to do

The mission isn't owned by the team

There is a lack of direction

Trust has not been established

No relationships exist within the team

The team has not established 'the way they work'

No established commitment to the team





# STORMING STAGE

# Storming Stages

Roles and responsibilities are stated

Agendas are displayed

Problem solving doesn't happen

People are anxious

There is a lot of competition between team members

There is a lack of team spirit

People try different ideas

Cliques and splinter groups form

# NORMING STAGE

# Norming Stages

There is clarity  
of purpose

Team members  
appreciate one  
another

Trust has been  
established

Motivation is  
high

Creativity is  
displayed

Team members  
are confident

Everyone is  
committed to the  
team mission

# PERFORMING STAGE



# Performing Stages

The team clearly understands the task at hand

Group is focused achieving goals of the project

Roles have been established for each member

Every member has involved themselves in some way

Strength and weaknesses are considered for each partner

# ADJOURNING STAGE

A red curtain is partially drawn, revealing a bright light source behind it. The curtain is composed of vertical panels, creating a textured pattern of light and shadow. The overall atmosphere is dramatic and theatrical.

# Adjourning Stages

Final stage of team development

Completion of the group project, task and teamwork

Feeling of loss among some team members

Reflection on everyone's participation and impact

Opportunities for future growth and improvement

Farewell, closure and reflection

Disbandment, end of journey

# The Link Between Team Effectiveness and Performance Impact

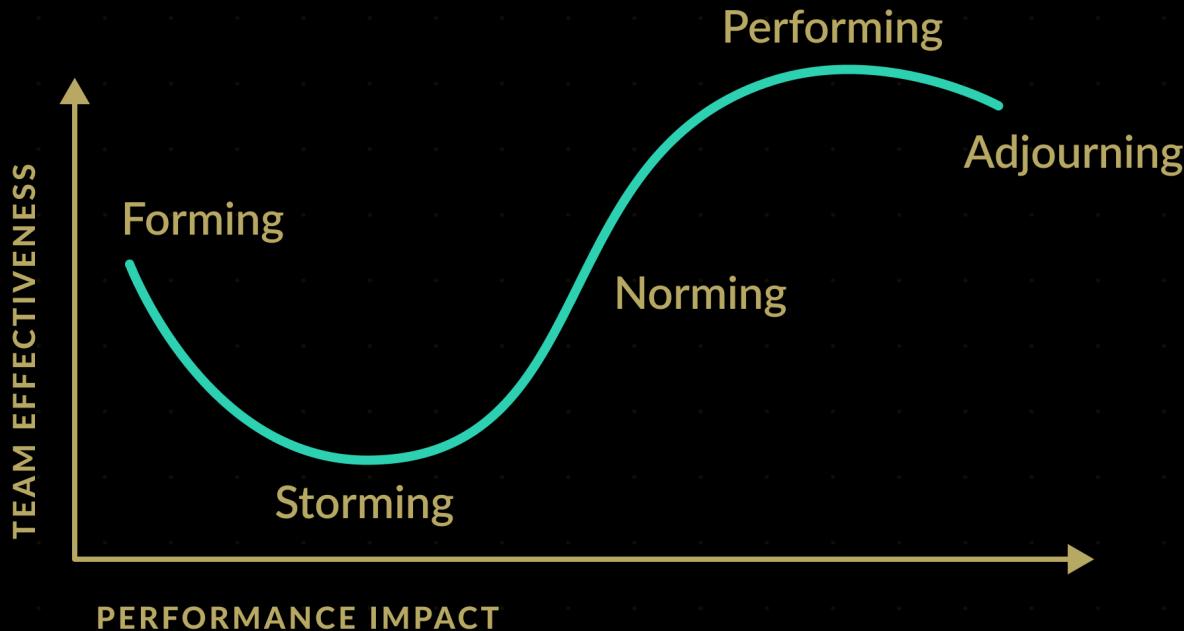


Figure: The Correlation Between Team Effectiveness and Performance Impact



# References

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# Questions?