

# Group Formation

**Rationale:** Groups tend to go through similar stages, and being able to recognize and successfully navigate these stages is an important competency of a potential group member.

By the end of this lesson, the student will be able to:

- Describe the 5 stages of the Tuckman Model of group formation

{video}

No visual aid is used for this lesson.

## Outline of the Lesson

- I. Review of previous session's content
- II. Learning activity
- III. Overview
  - A. The Tuckman Model of group formation

### Body

- I. The Tuckman Model is a concise and easy-to-remember model of group development
  - A. In the "Forming" stage, groups orient themselves to the group members.
  - B. In the "Storming" stage, groups resolve the majority of conflict around group roles.
  - C. In the "Norming" stage, groups establish their processes and their group culture.
  - D. In the "Performing" stage, groups engage in their tasks at their highest level of efficiency.
  - E. In the "Adjourning" stage, groups dissolve.

### Conclusion

- I. Review
  - A. The Tuckman Model
- II. Learning activity (discussion)
- III. Lesson closing

### References

- Nicolini, K. M. (2018). Outside the box: Unpacking the group process model. *Communication Teacher*, 32(4), 186-191. <https://doi.org/10.1080/17404622.2017.1372605>
- Tuckman, B. W. (1965). Developmental sequence in small groups. *Psychological Bulletin*, 63(6), 384-399. <https://doi.org/10.1037/h0022100>
- Tuckman, B. W., & Jensen, M. A. (1977). Stages of small-group development

revisited. *Group & Organization Management*, 2(4), 419-427. <https://doi.org/10.1177/104960117700200404>

## Learning Activity

Complete one of these two class activity options.

### In the Classroom

1. Outside the box:  
Unpacking the group  
process model ([Nicolini, 2018](#))

### Remote

1. Download this document:  
[L04-group-formation-activity.docx](#)
2. Answer the questions in  
the document
3. Upload the completed  
activity document here

## Variations and Accommodations

Follow guidance from local accommodation authorities. Please contact your instructor if any accommodations are necessary.