

Group Formation, Day 2

2020-01-31

Course(s) Used:

- Team and Small Group Communication

Goals and Objectives:

- Students can articulate the 5 stages of the Tuckman Model of group formation
- Students understand how to prepare an interaction diagram

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. Students will need to know how to create an interaction diagram for their Community Group Observation assignment.

Materials Needed

Materials:

- Stopwatch
- Pages printed and numbered 1-50

Lay these out according to the following pattern

18	33	17	38	10
32	1	11	34	28
39	27	43	5	16
15	30	37	46	21
23	22	2	12	9
26	47	6	40	44
36	3	42	50	13
49	14	19	4	24
29	25	35	41	48
7	45	8	31	20

Technology:

- Classroom computer and projector

Outline of the Lesson

1. Review of previous session's content
2. Hands on group work: "Outside the Box: Unpacking the Group Process Model"¹
 1. Divide the class into groups of approximately 5, or use pre-existing groups, if recently formed.
 1. Teams must leave the room except during their turn.
 2. Phase 1: Initial Attempt
 1. As a team, they must touch the numbers in numerical order.
 2. Only one team member may be in the rectangle at a time.
 3. They may only touch one number at a time.
 4. Team has 3 minutes to create a strategy.
 5. Start timing when the number "1" is touched.
 6. Tell students they will be able to ask yes-no questions when they return.
 3. Phase 2: Second Attempt
 1. Students have 5 minutes to ask questions and to change the room.
 2. Numbers can be moved and re-arranged.
 3. Student attempt, start timing when the number "1" is touched.
 4. Tell students the fastest time observed is less than 1 second.
 4. Phase 3: Final Attempt
 1. Students have 5 minutes to ask questions and to change the room.
 2. The instructor may ask "leading questions".
 3. Start timing when the number "1" is touched.
 5. Discussion questions:
 1. What did you learn about yourself and your team by doing this exercise?
 2. What successes and challenges did your team experience?
 3. How did your team overcome those challenges?
3. The Tuckman Model^{2,3}
 1. Forming
 2. Storming
 3. Norming
 4. Performing
 5. Adjourning
4. Lesson closing

¹ 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>

² Tuckman, B. W. (1965). Developmental sequence in small groups. *Psychological Bulletin*, 63(6), 384–399. <https://doi.org/10.1037/h0022100>

³ Tuckman, B. W., & Jonsen, M. A. (1977). Stages of small-group development revisited. *Group & Organization Management*, 2(4), 419–427. <https://doi.org/10.1177/104960117700200404>

Limitations

This activity requires a fair amount of open floor space and set-up time.

Variations and Accommodations

Follow guidance from local accommodation authorities.