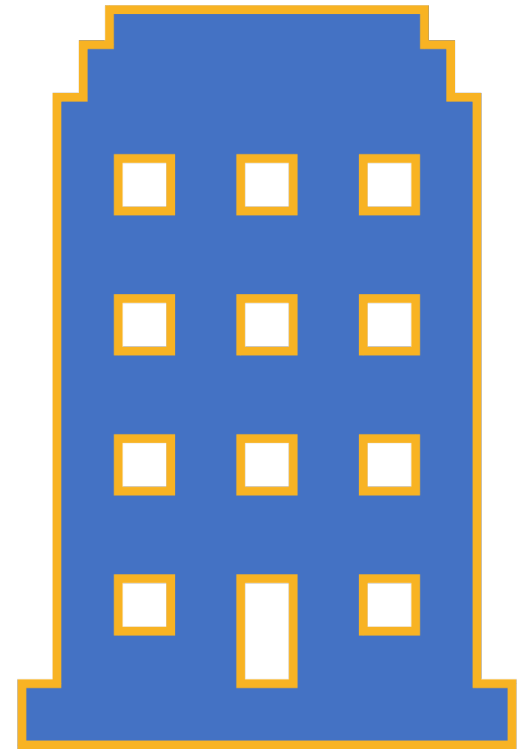


TEAM "FORMING"

THE *FORMING-STORMING-NORMING-PERFORMING* MODEL
OF GROUP DEVELOPMENT

THE DESIGN INDUSTRY

INCORPORATED, WORLDWIDE
DESIGN AGENCIES



WARNING: TEAM LEAD



"Accountable" (vs responsible)



Corral the team



Must recover from
someone else's shoddy
work

- Redo
- Reassign
- Do it yourself



TUCKMAN'S STAGES OF GROUP DEVELOPMENT



Forming



Storming



Norming



Performing

MYERS-BRIGGS

- Indicates differing psychological preferences in how people perceive the world and make decisions
- Extraverted (E) vs. Introverted (I)
- Sensing (S) vs. Intuition (N)
- Thinking (T) vs. Feeling (F)
- Judging (J) vs. Perceiving (P)

ISTJ

Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ

Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ

Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ

Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP

Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP

Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

ESTP

Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP

Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP

Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP

Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ

Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ

Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ

Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ

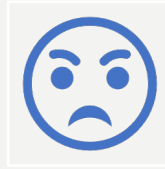
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

BALANCED TEAMS



Visionaries

Intuiting Thinking Types of
ENTJ, ENTP, INTJ, INTP



Idealists

Intuiting Feeling Types of
ENFJ, ENFP, INFJ, INFP



Conductors

Sensing Judging Types of
ESTJ, ESFJ, ISTJ, ISFJ



Troubleshooters

Sensing Perceiving Types
of ESTP, ESFP, ISTP, ISFP