#### Form, storm, norm, perform

Form - get to know one another, exchange some personal information

Storm - different ideas compete for consideration including what problems the team is really supposed to solve and what leadership model they will accept

Norm - team manages to come to have one goal and a mutual plan; all members take responsibility and have ambition to work for success

Perform – team works smoothly and effectively, competently and autonomously; produces results

Another way of Putting it (from DOCC – Sewanee)

1. POLITE STAGE
   * first aim is to get acquainted
   * stereotyping of others
   * cliques may be formed
   * hidden agendas stay hidden
   * approval needs are strong
   * group identity needs are low
2. WHY WE'RE HERE
   * need to know group's agenda and goals
   * cliques grow
   * hidden agendas begin to emerge
   * more risk-taking
3. BID FOR POWER
   * struggle for leadership
   * no strong team spirit - cliques or alliances
   * hidden agendas are disclosed
   * quiet members become quieter; talkative members talk more
   * group building and maintenance roles become important
   * decisions get made by compromise or vote
4. CONSTRUCTIVE
   * attitude change
   * groups give up attempt to control and begin to listen
   * members are willing to change preconceived ideas
   * shared leadership
   * progress toward goals
   * group identity becomes important - hard to include new members
   * leader to encourage, summarize, clarify
5. ESPRIT
   1. high group morale, intense group loyalty
   2. no cliques
   3. group may create an identity symbol
   4. group is strongly closed

Each member must be prepared to give up something at each stage in order to move to the next stage of group life development.