

## Stages of Group Development

### 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

- high group morale, intense group loyalty
- no cliques
- group may create an identity symbol
- 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.