

'Developmental Sequence in Small Groups'

One team development models is a four-stage model created by Bruce Tuckman in 1965. This model acknowledges the reality that conflict does and will happen, and that that doesn't mean that team membership needs to be shaken up or changed.

The four stages of Tuckman's model are:

Forming

The team is formed when team members get together and determine roles and responsibilities. On a healthcare team the profession of a team member dictates their role on the team, but individuals can have different responsibilities in the team context.

Storming

People invariably have different ideas of how to get work done, so issues invariably arise.

Norming

Team members agree on what their team norm or culture is going to be; there is consensus as to how they want to work together.

Performing

The team works together effectively.

Source:

Bruce Tuckman: "Developmental Sequence in Small Groups." Psychological Bulletin 63, no. 6 (1965): 384-99.

