



Tuckman on Teams

Bruce Tuckman was a psychologist known for his research on group dynamics and the stages of group development. He was born in 1938 in New York City, and he earned his PhD in psychology from Princeton University in 1962.

Tuckman is best known for his 1965 article, "Developmental Sequence in Small Groups," which outlined the four stages of group development below: forming, storming, norming, and performing. The "Tuckman model" was widely used.

He later added a fifth stage, "adjourning" (also known as "mourning"), to mark the end of a team's journey.

The stages:

Forming:

This is the first stage of group development, where members come together and get to know one another. During this stage, there is usually a lot of uncertainty and anxiety about the group's goals and expectations. Members may also be tentative and cautious in expressing their opinions and ideas.



Forming

Storming:

During this stage, the team may experience conflict and disagreement as they work to establish their roles and responsibilities. This can be challenging and frustrating but is also essential to the team development process. As team members work through their differences, they better understand one another's strengths and weaknesses.



Storming

Norming:

As the group gets to know each other, they begin to establish a sense of trust and cohesion. This stage is where group norms, roles, and expectations are developed and agreed upon. Communication becomes more open and honest, and members express their opinions and ideas more freely. They are becoming a team and not just a group of people.



Norming

Performing:

Once the team has worked through the storming stage, they can work together more effectively and efficiently. This is the stage where the team can accomplish their goals and succeed. Communication is open and honest, and team members can rely on one another to get things done.



Performing

Mourning / Adjourning: (In some cases).

As the team completes its task/project and goes their separate ways, the sense of accomplishment may be mixed with sadness as the members go their different ways.



Mourning

It's important to note that not all teams will go through these stages in the same way, and some teams may skip stages altogether. Also, the time each team spends in each stage may vary depending on the team's goals, composition, and external factors.