

Quick Tips

EFFECTIVE GROUP PRACTICES

- Members do not ignore seriously intended ideas or contributions
- Members check to make sure they know what a speaker means by a contribution before they agree or disagree
- Each member speaks only for him/herself and lets other speak for themselves
- All contribution are viewed as belonging to the group to be used or not used as the group decides
- All members participate but in different complimentary ways
- Whenever the group senses it is having trouble getting work done, it tries to find out why
- The group makes decisions openly rather than by default
- Though they may not always agree with the majority decisions, members accept it and work together
- The group brings conflict into the open and deals with it



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Group Dynamics



Leader Tips Leadership Development Tips for Groups



Office of Campus Life
Richland Community College

LEADership Mastery Program

Group Development

Through understanding the stages of group development, leaders are able to assess the needs, plan the direction and prepare for the future of the group. Also, understanding the theory of group development aids leaders in determining expectations about group behavior.

According to the Tuckman Model of Group Development, a group's growth is:

SEQUENTIAL - stages occur in a specifically stated order.

DEVELOPMENTAL - issues and concerns in each stage must be resolved in order for the group to move to the next stage.

THEMATIC - each stage is characterized by two dominant themes, one reflecting the task dimension and one reflecting the relationship dimension.

The four stages are **FORMING**, **STORMING**, **NORMING** and **PERFORMING**.

First Stage: FORMING

- Task behavior is an attempt to become oriented to the goals and procedures of the group.
- Having plenty of information available is critical at this stage.
- Building relationships is vital. Make sure leadership roles are clear and the group gets acquainted with one another.

Second Stage: STORMING

- Involves resistance to task demands and hostility in relationships
- Members challenge the group's leadership. Leaders should provide clarification about roles
- Excessive storming leads to anxiety and tension whereas suppressed storming leads to resentment and bitterness
- Conflict resolution is often the goal, but learning conflict management is just as important because as new situations develop, the group may briefly return to this stage.



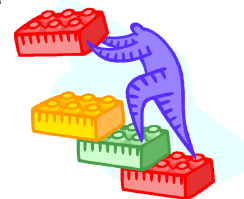
Third Stage: NORMING

- Characterized by cooperation
- Task themes include communication and expression while cohesion is the relationship theme
- Team building efforts increase group unity and increase shared responsibility



Fourth Stage: PERFORMING

- Encourages cooperation
- Task theme is problem-solving and the relationship theme is interdependence
- At this stage, the group is functioning efficiently to achieve group goals
- Group members will assume roles that are necessary to achieve goals, learning independence with interdependence
- It is beneficial to encourage a continued developmental theme for the group to stimulate new problems for their problem solving



While some groups will try jumping from Forming to Performing to immediately accomplish a task, others will consistently revert to Storming after once being Norming. The thing to remember is that the stages are sequential, and even if the group jumps around, the leader can still encourage and help the group no matter what stage the group is in or back in.

After determining what stage the group is in, it would be good to meet with the officers and advisor(s) to make plans for group growth.

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