

## Tuckman's Model for Understanding the Stages of Group Development

### Forming

*Heavy reliance on group facilitator*

<b>What you might notice:</b>	<b>What you can do to support the group:</b>
<ul style="list-style-type: none"> <li>• Politeness rather than honesty</li> <li>• Getting to know others</li> <li>• Getting to know the group facilitator/s</li> <li>• Nervousness and anxiety</li> </ul>	<ul style="list-style-type: none"> <li>• Provide clear structure and purpose</li> <li>• Co-create group guidelines</li> <li>• Invite active involvement of group members</li> <li>• Show genuine interest in the group members and the shared group purpose</li> </ul>

### Storming

*Conflict/emotionally expressive time within the group*

<b>What you might notice:</b>	<b>What you can do to support the group:</b>
<ul style="list-style-type: none"> <li>• Power struggles or clashes</li> <li>• People retreating/withdrawing</li> <li>• Discomfort/offence at differences of opinion, style, point of view</li> </ul>	<ul style="list-style-type: none"> <li>• Refer to group guidelines</li> <li>• Use de-escalation strategies to diffuse anger</li> <li>• Acknowledge the value of individual ideas and contributions</li> <li>• Draw links and commonalities between ideas, opinions, viewpoints of group members</li> </ul>

### Norming

*Development of group cohesion and shared sense of belonging*

<b>What you might notice:</b>	<b>What you can do to support the group:</b>
<ul style="list-style-type: none"> <li>• Comfort within group setting is 'felt' widely</li> <li>• Routines/rituals are more established</li> </ul>	<ul style="list-style-type: none"> <li>• Strength-based feedback</li> <li>• Encourage people to share decision making</li> </ul>

<ul style="list-style-type: none"> <li>• Energy is more settled</li> <li>• Mutual care between group members is shown</li> </ul>	<ul style="list-style-type: none"> <li>• Use this time to invite contributions from all group members and share leadership where appropriate</li> </ul>
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### **Performing**

#### *Working together as a group*

<b>What you might notice:</b>	<b>What you can do to support the group:</b>
<ul style="list-style-type: none"> <li>• Sense of understanding given and received between group members</li> <li>• Group members feel safe to express different ideas, opinions and viewpoints – these differences are valued</li> <li>• People making space for each other</li> <li>• Group members providing strength-based feedback to each other</li> </ul>	<ul style="list-style-type: none"> <li>• Enjoy the company and contributions of group members</li> <li>• Show genuine interest and gentle curiosity towards whole group and individual members</li> <li>• Acknowledge deeper connections that you are witnessing in the group</li> </ul>

### **Adjourning/Mourning**

#### *Grief and loss at group 'ending' or closure*

<b>What you might notice:</b>	<b>What you can do to support the group:</b>
<ul style="list-style-type: none"> <li>• Visible expression of grief and loss</li> <li>• General energy within the group slows down</li> <li>• Some restlessness</li> <li>• Some relief</li> </ul>	<ul style="list-style-type: none"> <li>• Reflect on the journey the group has taken together</li> <li>• Evaluate the group process with group members</li> <li>• Consider 'keepsakes' or a tangible memento from the group experience that individuals can take away from the experience</li> </ul>