The Stages of Team Development
Integrity Community Church
Mini-Conference
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**Stage 1: FORMING – The team comes together in a physical sense. ….
Questions members ask at this stage usually have to do with things like,
"Can I fit in with this group?"**

**Team Characteristics: 1) Surface knowledge of each other, 2) Concern
about *'fitting in'*.**

Leader Role: *Broker* of relationships

**Stage 2: STORMING 1 – Team members typically are wary of each other
….. Much of the storming here is hidden, in the minds of the members.**

Team Characteristics: *Unspoken* commitment, questioning and doubt

Leader Role: *Assimilator* of member's thoughts and feelings

**Stage 3: NORMING – It is time to figure out expectations with regard to
operational ground rules, treatment of each other, and assignment of team
roles.**

**Team Characteristics: 1) Develops *expectations* of each other and the
leader. 2) Verbalizes thoughts and feelings that had been unspoken**

Leader Role: *Negotiator* of Expectations

Stage 4: STORMING 2 - After the expectations are developed, and time comes to live in to them, some members will realize that they are not willing to make this sacrifice.

Team Characteristics: 1) Real commitment usually comes to the surface, 2) Team begins to establish a _collective identity_.

Leader Role: 1) _Confronts_ members' about motives, 2) _Evaluator_ of team "environment"

Stage 5: CONFORMING – The beginning of accountability, as members begin to feel responsible to each other for treatment of each other and performance.

Team Characteristics: 1) Teamwork is visible, 2) Individuals begin to forego personal gains for _team success_, 3) Meetings are focused on mission and team chemistry.

Leader: 1) _Integrator_ of individuals into teams, 2) _Motivator_ toward organizational goals

Stage 6: PERFORMING –A team culture emerges – one that embraces the qualities of humility, authenticity, integrity, trust, etc.

Team Characteristics: 1) A unique team _culture_ emerges, 2) The team seeks out new challenges on its own.

Leader Role: 1) _Advocate_ for the team's culture, 2) _Pioneer_ of new team opportunities