

Stages of Group Development

Assess how the stages of group development (forming, storming, norming, and performing) relate to your group's tasks and relationships.

Task: Rate patterns of interaction as they relate to the work at hand.	Scale: 1–4 (Forming to Performing)	Relationship: Rate interpersonal dynamics.	Scale: 1–4 (Forming to Performing)
Our team has a clear purpose that each member can describe accurately.		Our team has agreed on process norms.	
Our team has clear goals that relate to our task.		Team members honor our process norms.	
Team members can clearly explain ways that our tasks contribute to the mission and vision of our organization.		Our team has strategies for addressing personal discomfort.	
Our team sets goals for our own team development.		Our team has strategies for addressing group discomfort.	
Our team routinely takes time to monitor our progress toward team goals.		Team members productively express disagreement.	
Our team has and applies clear criteria for task success.		Team members acknowledge and address power struggles.	
Our team has clear decision-making processes that each member understands and applies.		Team members resolve conflicts productively.	
Team members evenly distribute task responsibility.		Team members share leadership.	
Team members efficiently access and utilize resources to achieve our task.		Team members balance contributions without individuals dominating.	
Team members agree on priorities.		Team members balance advocacy for their own ideas with inquiry into the ideas of others.	
Team members use shared protocols to move the work forward.		Team members seek others' perspectives.	
Team members assess their work for inclusion of different perspectives before finalizing a task.		Team members appreciate and honor differences.	
Team members search for resources outside of their current knowledge base.		Team members self-monitor to determine when and how to participate productively.	
Team members are willing to take responsibility for all aspects of the work.		Team members trust one another to follow through on commitments.	
Team members actively seek new challenges to continuous improvement.		Team members balance assertion for their own needs with attention to others' needs and preferences.	