

## Team Development Stages

### *Forming*

People are concerned with how they will fit in, who calls the shots and makes decisions, etc. During this stage they look to the leader to give them some structure and direction.

The appropriate leadership style in this stage is Directive.

### *Storming*

People begin to question their goals. Are they on the right track? Is the leader really leading them – they sometimes play shoot-the-leader during this stage. The storming stage is frustrating for most people.

The appropriate leadership style in this stage is Influence (selling).

### *Norming*

Team members begin to resolve their conflicts and settle down to work. They have developed norms about how they will work together, and they feel more comfortable with each other. Each individual has found his or her place in the team and knows what to expect of the others.

The appropriate leadership style in this stage is Participative.

### *Performing*

The leader's job is easier. Team members generally work well together now, enjoy doing so and tend to produce high quality of work.

The appropriate leadership style in this stage is Delegative.