



The Literacy and Numeracy Secretariat
Le Secrétariat de la littératie et de la numératie

The Coaching Clinic™

"working intelligence"

Coaching Chip Number 4

Life Stages of Teams

All groups and teams go through stages as they learn to work together. Understanding the evolutionary sequence of a team helps members participate appropriately.

Here are five stages and tasks for success in each stage. The leader's role is to stimulate achievement of the designated task.

Life Stages of Teams

1. Forming

Polite stage where group members are getting to know one another. Task is to get to know each other, clarify group goals, roles and responsibilities of members. The leader should be prepared to answer questions about purpose, relationships and processes.

2. Storming

Power stage where group members struggle over

who does what, who has power and control. Task is to build relationships, listen to others and build consensus. The leader coaches to reach compromises necessary to keep team focused on its objectives.

3. Norming

Positive stage where the group comes together and works as a team. Task is to agree on problem solving and decision making tools. The leader provides feedback towards continuous improvement while facilitating and enabling high performance.

4. Performing

Proficient stage where the group is largely engaged in group tasks. Task is to continue at a high level, keep process going, provide feedback and improve. The leader primarily delegates to team members who are able to perform with little supervision.

3. Adjourning

Disbanding stage, where the team has accomplished its goals. Task is to celebrate team success and debrief experiences for future reference. The leader facilitates each team member's transition to their next stage.