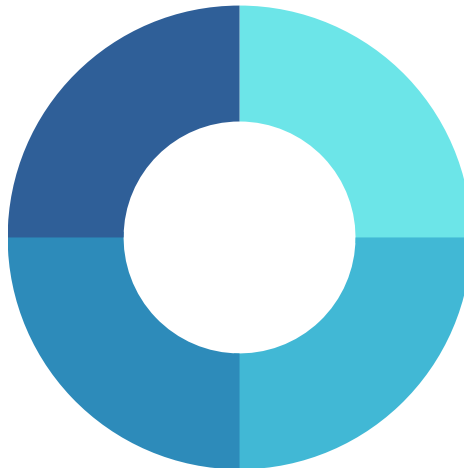# W th
COACHING & CONSULTING

# Tuckman's
## 4 stages
of team evolution

## 4. Perform

- Alignment around team task
- Team goals more important than individual goals
- Team learning optimising team performance

## 1. Form

- Politeness
- Insecurity
- Managing status
- Compliance and acceptance
- Individual goals trump team goals
- Opposition suppressed
- First draft formation of the team task

## 3. Norm

- Settling into an agreed way of working
- Roles and goals functional and efficient
- Trust established

## 2. Storm

- Redefining roles
- Refining purpose
- Challenging assumptions
- Asserting multiple perspectives
- Re-establishing pecking-order

- Where is your team in this team cycle?
- What does it need to do next?
- How can you catalyse and accelerate this process?