

Tuckman's Model of Group Life (Process)

Stage	Issue	Characteristics Pre-occupations	Feelings	Behaviour
Forming	<ul style="list-style-type: none"> • Dependency • Childhood 	<ul style="list-style-type: none"> - <i>Inclusion/exclusion</i> - <i>Am I in or am I out?</i> - <i>Do I want to be in?</i> - <i>Do I want to be out?</i> - <i>Identifying and belonging.</i> 	<ul style="list-style-type: none"> ◇ Anxiety ◇ Anticipation ◇ Uncertainty ◇ Confusion 	<ul style="list-style-type: none"> • <i>"we" - looking for what is the same as self</i> • <i>What is acceptance</i> • <i>Seeking allies</i> • <i>Sub groups</i>
Storming	<ul style="list-style-type: none"> • Counter-dependency • Adolescence 	<ul style="list-style-type: none"> - <i>Power and control</i> - <i>Differences, trust, challenge of leadership</i> - <i>leadership struggle</i> - <i>It can't be done</i> - <i>I won't do it</i> - <i>Working out personal implications</i> 	<ul style="list-style-type: none"> ◇ Conflict ◇ Cold ◇ Painful ◇ Tension ◇ Exciting ◇ Liberating 	<ul style="list-style-type: none"> • <i>"I" - rebellion against leader</i> • <i>Rivalry, labelling</i> • <i>Polarisation of opinion</i> • <i>Conflict between sub groups</i> • <i>Resistance to tasks</i> • <i>Testing out</i>
Norming	<ul style="list-style-type: none"> • Cohesion • Adulthood 	<ul style="list-style-type: none"> - <i>Working out</i> - <i>group norms/rules</i> - <i>Trust, we can do it</i> 	<ul style="list-style-type: none"> ◇ Warmer feelings, less extremes 	<ul style="list-style-type: none"> • <i>Mutual support possible</i> • <i>Desire to achieve tasks</i> • <i>New roles, sharing begins</i> • <i>Closeness</i>
Performing	<ul style="list-style-type: none"> • Inter-dependency • Maturity 	<ul style="list-style-type: none"> - <i>Interpersonal connection, ability to take risks, air differences of opinion and trust group to handle it</i> - <i>We are doing it</i> 	<ul style="list-style-type: none"> ◇ Intimacy 	<ul style="list-style-type: none"> • <i>Openness, creativity</i> • <i>Co-operation</i> • <i>Energy</i> • <i>Getting tasks done</i> • <i>Problem solving</i> • <i>Powerful</i>
Ending or Mourning (Tuckman did not include this fifth stage of ending)	<ul style="list-style-type: none"> • Separation • Old age 	<ul style="list-style-type: none"> - <i>How do you say good-bye</i> - <i>How to leave</i> 	<ul style="list-style-type: none"> ◇ Loss ◇ Grief 	<ul style="list-style-type: none"> • <i>Desire for group not to end</i> • <i>Holding on</i> • <i>Re-union planned</i>