Team Development Model

The four stages of development that teams go through from start up

Orientation	Organisation	Information Flow	Problem Solving
FORMING	**STORMING**	**NORMING**	**PERFORMING**
Dependency	**Conflict**	**Cohesion**	**Interdependency**
• **Pairing** • **Self-authorised agendas** • **Plops** • **Withdrawal**	• **Fighting** • **Punishing** • **Politicking** • **Polling** • **Bulldozing** • **Status**	• **Listening** • **Gate keeping** • **Compromise** • **Giving / seeking / information / opinions**	• **Initiating** • **Clarifying** • **Summarising** • **Confronting** • **Standard setting and testing**
Inclusion (in or out)	**Control (Top or bottom)**	**Affection (close or distant)**	

← **Self-orientated behaviour** →   ← **Group orientated behaviour** →

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