

## ADVANCED GROUPWORK WORKSHEET 2

### Tuckman (1965) Five Stages of Group Development

**STAGE 1: FORMING** A time of testing and dependence. The group becomes oriented to the task, creating ground rules, and testing the boundaries for interpersonal and task behaviours. Members establish relationships with leaders, organizational standards, and each other.

**STAGE 2: STORMING** A time of intergroup conflict, characterized by lack of unity and polarization around interpersonal issues.

Members resist moving into unknown areas of interpersonal relations and seek to retain security.

Group members can become hostile toward one another and toward the facilitator as a means of expressing their individuality and resisting the formation of group structure.

There may be emotional responses to tasks, especially when goals are associated with self-understanding and self-change. Resistance may still be present in groups working toward impersonal and intellectual tasks.

**STAGE 3: NORMING** The group develops cohesion. Group members accept each other's differences and express personal opinions. Group roles and norms are established. The group develops shared mental models and discover the most effective ways of working with each other. Members develop in-group feeling and seek to maintain and perpetuate the group. Task conflicts are avoided to ensure harmony.

**STAGE 4: PERFORMING** The group becomes a 'problem-solving instrument' as members adapt and play roles that will enhance the task activities. The group structure supports task performance. Roles become flexible and functional, and group energy is channelled into the task.

**STAGE 5: ADJOURNING; ENDING; MOURNING** Separation is an important issue throughout the life of the group.

### Northen and Kurland (2001) Four Stages of Group Development

**STAGE 1: INCLUSION – ORIENTATION** Predominant socio-emotional issue: inclusion. Members act in many ways to decide whether they will be included in the group membership.

Task arena: Orientation. Members seek and receive information from the facilitator and other members. Members search for common ground and the meaning of the group for them. As they become orientated, members decide on a tentative contract.

**STAGE II: UNCERTAINTY - EXPLORATION** Predominant socioemotional theme: uncertainty and conflict, particularly in relation to the authority of the social worker and the distribution of power among members. Members explore aspects of the group's operation, especially who has the power to do what. Expressions of uncertainty and anxiety about mutual acceptance and group identity, competition for power, and development of satisfying role within the group.

Predominant task: exploration of the situation in relation to hoped-for benefits, acquisition of realistic mutual benefits, and interpersonal relationships based on mutual trust and acceptance. The group becomes a system of mutual aid.

**STAGE III: MUTUALITY – GOAL ACHIEVEMENT** Predominant socioemotional theme: interdependence. Interpersonal relationships are characterised by mutual acceptance, empathy, self-disclosure, respect for differences. Conflict tends to be recognised and dealt with in functional ways. Members cooperate and actively participate in the group's work.

Major task: the maintenance and enhancement of the group as a means for social growth and problem-solving. Mutual aid is at its peak.

**STAGE IV: SEPARATION – TERMINATION** Socioemotional theme: separation. Members are ambivalent about separating from the facilitator, other members, and the group. They prepare to leave the group and make transitions to other relationships and activities.

Main task: termination. Members work to complete unfinished business, review and evaluate the experience, stabilize the gains made, and transfer these gains into other situations in the community.