

GROUP DEVELOPMENT STAGES

Groups generally pass through a standardized sequence or their evolution. This sequence is known as the five-stage model of group development. These stages are forming, storming, norming, performing, and adjourning as shown in Figure 1 given below.

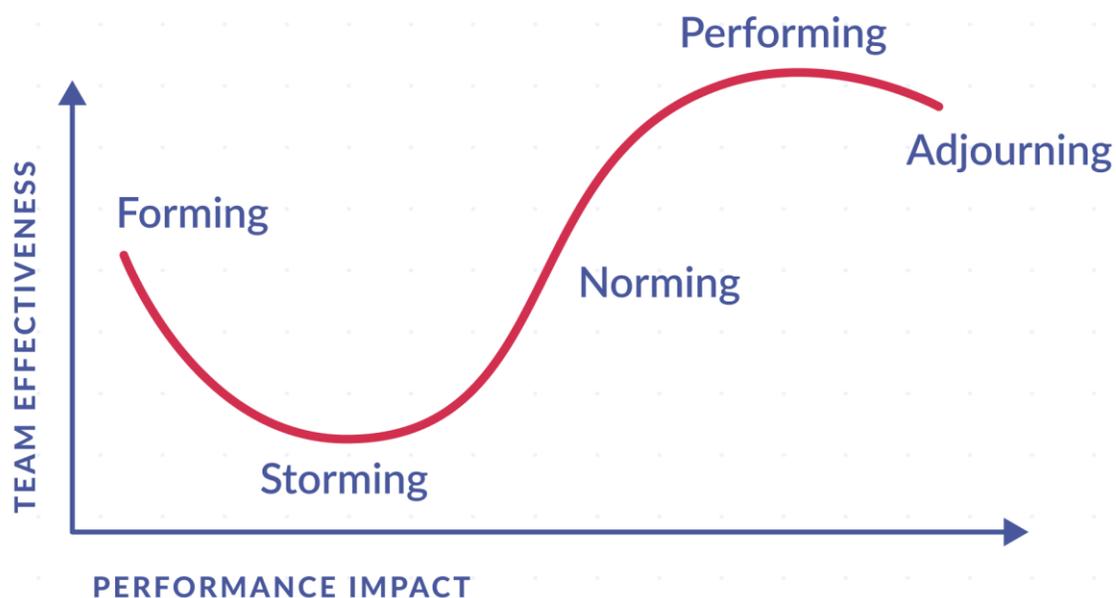


Fig. 1. Five-stage model of group development

Though these are not followed rigidly, they do represent a broad pattern that may be observed and predicted in many settings across group's time together. These stages are the result of a variety of questions and issues that group members face, such as who will be members of the group who will perform what functions? who will contribute what? What rules will be followed?" "how can conflicts among members be resolved?" and so on.

These typical stages of group development are described below:

1 **Forming.** At the first stage group members get introduced to each other they have not interacted earlier. They share personal information, start to accept others, and begin to turn their attention towards the group tasks. At this stage, interaction among group members is often cautious specially when they are new to one another.

2. **Storming.** After the forming stage which is mostly related to perceiving and assessing each other, members start interaction among themselves in the form of competing for status, jockeying for relative control, and arguing for appropriate strategies to be adopted for achieving group's goals. Because of individual differences, different members may experience varying degree of tension and anxiety out of this interaction pattern.

3. **Norming.** After storming stage group members start settling. The group begins to moving in a cooperative fashion, and a tentative balance among competing forces is struck. At this stage, group norms emerge to guide individual behaviour which form the basis for cooperative feelings and behaviour among members.

4. **Performing.** When group members interact among themselves on the basis of norms that have emerged in the group, they learn to handle complex problems that

come before the group. Functional roles are performed and exchanged as needed, and tasks are accomplished efficiently

5. **Adjourning.** Adjourning is the end phase of group development stages. Sooner or later each group has to be adjourned, even the most successful groups as they have completed their mission. The adjournment phase takes place in the case of those groups which are created for some special purposes like task force, committee, etc. Other types of groups like a department in an organization run on the basis of some permanency though there may be changes in group members. After the adjournment of the group. Intense social relationship among members comes to an end.

It is not necessary that all groups follow the rigid pattern prescribed here and the similar problems they face at each stage because each group is different in some respect based on the type of members and problems and functions assigned. However, concept of stages is significant in the context of the nature of problem which group members are likely to face in a work group.