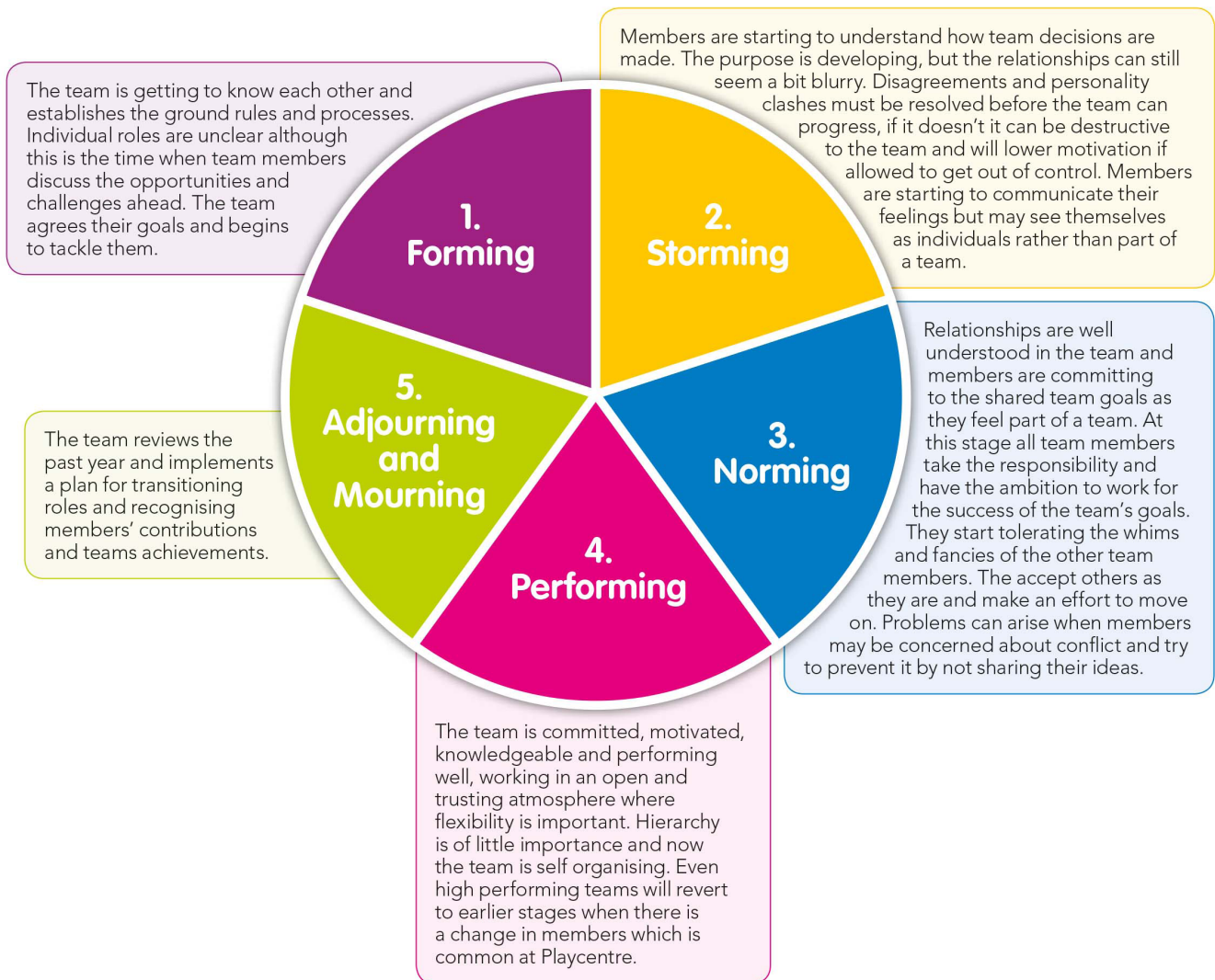


# The five stages of teams



Teams have a shared vision, mutual support and assistance, active exchange of know-how, collective problem solving, co-operative work and trust. These characteristics cannot be taken for granted, nor do they just happen overnight or at your Centres' AGM. They develop in the course of a process of phases that every group inevitably passes through. Bruce Tuckman put together this process that identified five stages.



## Characteristics of a high performing team:

- Positive atmosphere
- Participative leadership
- Engagement
- Effective decision making
- Open and clear communication
- Mutual Trust
- Managing conflict
- Clear goals
- Defined roles and responsibilities
- Humility

## Questions to think about and discuss as a team:

- What is the primary purpose of our team?
- Why is this so important?
- Where are we up to?
- What does 'excellent' look like?

**Useful reading –**  
Bruce Tuckman – Stages Of Group Development  
Belbin Team Roles