

Lecture 18/19, Feb 27, 2023

Group Development

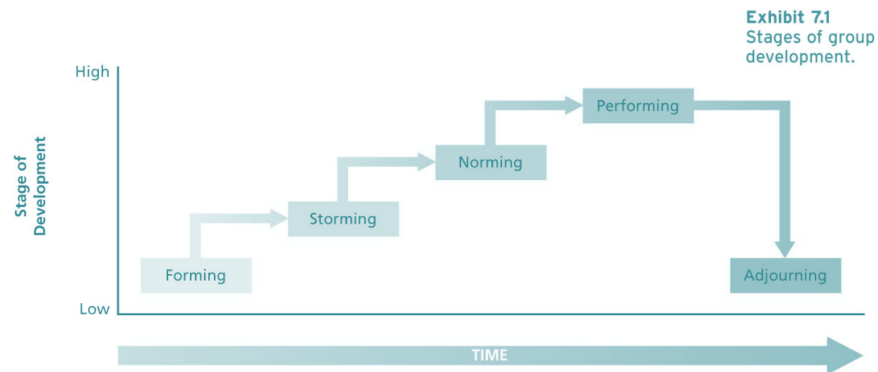


Figure 1: Stages of group development

- Groups are people interacting independently to achieve a common goal
 - Interaction is the most basic aspect of a group
- Interdependence: group members rely to some degree on each other to accomplish goals
- Groups may be formal (established by organizations) or informal (emerging naturally in response to common interests)
- Groups develop through a typical process:
 - Forming: a group comes together, either by being assigned together or coming together voluntarily
 - Storming: establishing who we are in a group
 - Norming: solidifying our identities and roles in the group (who we are, what we want to do, what we can contribute)
 - Performing: taking on the tasks and doing them
 - Adjourning: when we look back on what we've done and reflect
 - * Short-term groups don't usually involve this reflection