

Stages of Team Evolution

Team evolution in projects usually follows 6 stages:

- **Forming:** Team members begin to know each other. Typically, at this stage, there is confusion around roles and responsibilities. This stage includes **avoidance of conflict** as team members get to know each other.
- **Storming:** As team members get to know each other, there is growing awareness of hidden agendas. If goals are not well defined, **conflict may occur**. Although there is conflict, typically there is advancement in task functions and roles.
- **Norming:** Individual needs for getting tasks done leads to resolution of conflicts and a desire for cooperation. This stage is marked by **harmonious cohesiveness** as team members engage in free flow of information, ideas and constructive feedback.
- **Performing:** During this stage, the team becomes **collaborative**. All team members share similar objectives and work towards the successful implementation of the project. There is a feeling of satisfaction and fulfillment as objectives are achieved.
- **Adjourning:** Changes to team occur as team members leave for other projects after completion of tasks or new members are hired. There may be **discontent with doing the same repetitive tasks**. Unless the group is consciously redeveloped, it will regress to Forming / Storming stages.
- **Recognition:** This stage is towards the end of the project, where objectives are achieved and the project team and its members receive **recognition for their performance**.