# **ENERGY & FOCUS**

### The four stages of team development

## FORMING

This is a new team. Its energy and focus levels are high because there is so much to learn. No one has let their guard down and everyone is on their best behaviour. This team is highly dependent on a directive leader.

### 2 STORMING

Energy and focus falls quickly as the team enters a period of ambiguity and uncertainty. Conflicts increase, factions develop and work is independent rather than collaborative. This team needs definition, open communication and positivity.

# **3 NORMING**

This team rebuilds its energy and focus as compromises are made. The team starts to demonstrate commitment to their common goal and are encouraged and guided by their leader.

### 4 PERFORMING

This trusted, competent and autonomous team has increasing levels of energy and focus. Everyone knows each other well and benefits from the team's maturity and collective experience. It can deal with problems when they arise and needs little or no supervision.





# **RELATIONSHIP**