

### Stages of a Group

1. **Forming:** The beginning stage of a group that requires strong leadership to ensure the group members feel the clarity and comfort required to evolve to the next state. This is when introductions occur and group members understand why they are attending the group, their comfort level, and who else is there.
2. **Storming:** During this time the group members are beginning to become vocal and express their individual differences, joining with others of the same beliefs, and find a place for themselves in the group. It is important for all members to still be very active in the group. Group leaders help members voice their views, and to achieve consensus about their purpose and priorities (creating group rules).
3. **Norming:** Members begin to share a common commitment to the purpose of the group, and their contribution to the goals and how they will be achieved. Group leader continues to clarify the roles of each member, and a clear and workable structure/process for the group to achieve its goals.
4. **Performing:** The group is effectively and efficiently working towards achieving its goals at this point. The style of leadership becomes more indirect because the participants take on higher levels of participation and involvement. Group leader can help the members reflect on their experiences and learn from them.
5. **Closing and Celebration:** At this point it is clear that goals have been met, or major milestones have been accomplished towards the ultimate goals. It is important to acknowledge this stage to create a type of closure to encourage fulfillment and prevent skepticism about future groups.

<http://managementhelp.org/groups/dynamics-theories.htm>

What are different roles in a group?

How do you manage difficult members that are attempting to control the session?

How do you get people involved?

Let's practice!