

		Adjourning	Task Ends	Mourn, resent	Dissolves	Disband, pride, dignity
Evaluation and Control		Performing	<ul style="list-style-type: none"> <li>Collectively examining the group to determine how it is accomplishing the task</li> <li>Correcting weaknesses</li> </ul>	<ul style="list-style-type: none"> <li>Experiencing with new freedom from group sanctions</li> </ul>	<ul style="list-style-type: none"> <li>Rigid structure diminishes</li> </ul>	<ul style="list-style-type: none"> <li>Point out problems</li> <li>Facilitate group process</li> <li>Fade into background</li> </ul>
Growth and Productivity		Norming	<ul style="list-style-type: none"> <li>Accomplishing the task(s)</li> <li>Collective problem solving</li> </ul>	<ul style="list-style-type: none"> <li>Encouraging conformity</li> <li>Controlling deviance</li> </ul>	<ul style="list-style-type: none"> <li>Norms are enforced</li> <li>Status is granted based on contribution</li> </ul>	<ul style="list-style-type: none"> <li>Orient group activity toward relevant tasks by respecting goals, attending to needs, and developing beliefs</li> <li>Avoid dominance</li> <li>Encourage appropriate deviance</li> <li>Use of informal task and social emotional leaders</li> <li>Condition group where appropriate</li> </ul>
Internal Problem Solving		Storming	<ul style="list-style-type: none"> <li>Achieving consensus of goal orientation</li> <li>Finalizing preparation for achieving agreed upon goals</li> </ul>	<ul style="list-style-type: none"> <li>Resolving dependency issues</li> <li>Negotiating roles</li> <li>Forming coalitions</li> <li>Resolving conflict</li> </ul>	<ul style="list-style-type: none"> <li>Norms, cohesion, &amp; communication continue</li> <li>Roles are assigned and accepted</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate consensus building</li> <li>Manage role dependency, role negotiation, coalition and conflict issues</li> </ul>
Goal Orientation		Forming	<ul style="list-style-type: none"> <li>Developing goal orientation</li> <li>Learning roles and task requirements</li> <li>Determining energy expenditure</li> </ul>	<ul style="list-style-type: none"> <li>Determining levels of intimacy</li> </ul>	<ul style="list-style-type: none"> <li>Communication networks become aligned</li> <li>Cohesiveness develops</li> <li>Informal group leadership emerges</li> </ul>	<ul style="list-style-type: none"> <li>Clarify, facilitate, evaluate and coordinate goal, role and intimacy issues among members</li> </ul>
Stage		Progression	Issues of Task Activity	Issues of Interpersonal Relations	What happens to structure?	What leader strategies are appropriate?