

# From Forming to Performing Team development cycle

Team development is a process of learning to work together composed out of 5 stages.



**Process** - Individual approach  
**Goals** - Undefined  
**Roles** - Unclear  
**Leader** - None  
**Productivity** - Low

**Process** - Multiple approaches  
**Goals** - Several  
**Roles** - Unclear  
**Leader** - Multiple  
**Productivity** - Decreasing

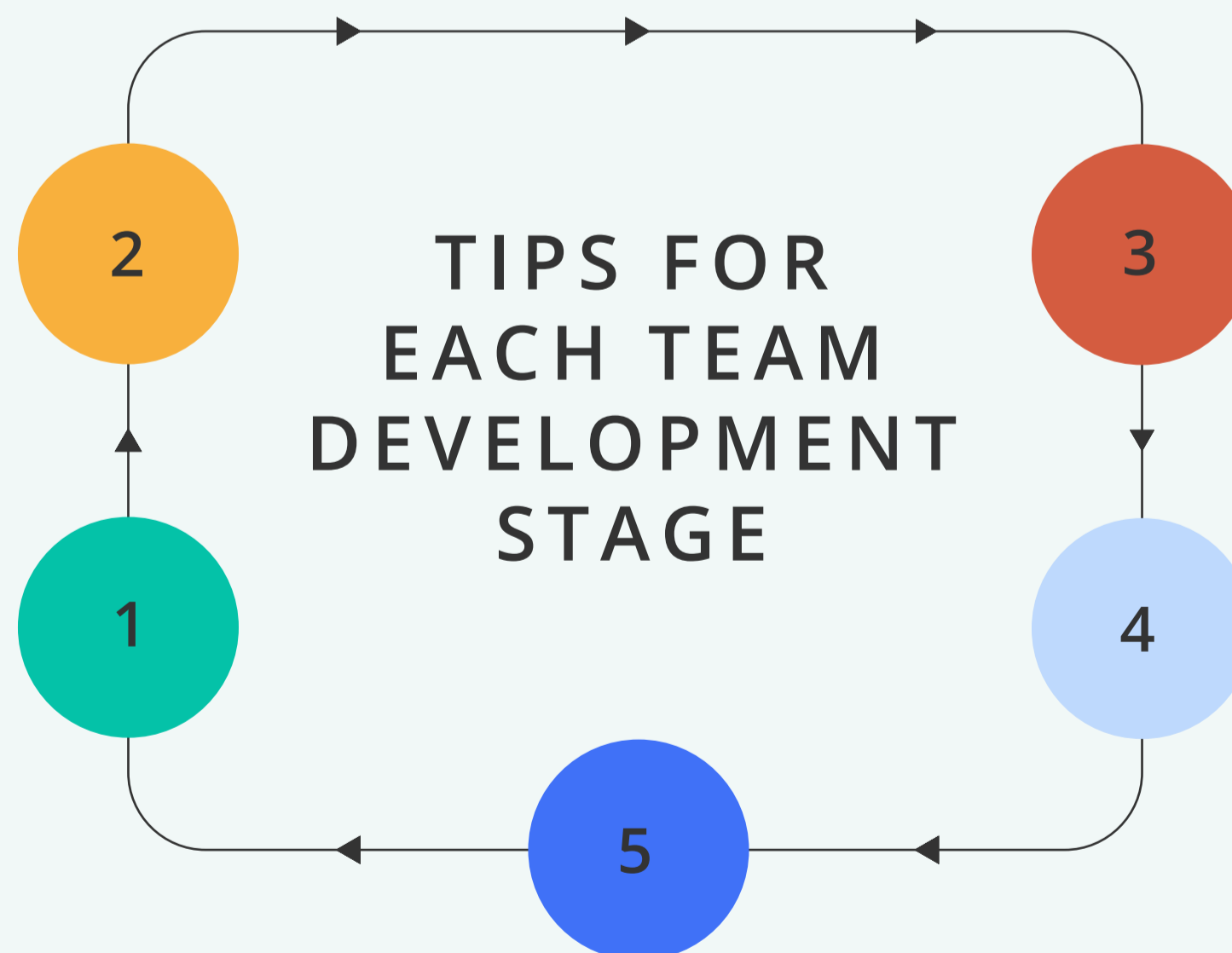
**Process** - Merging into one  
**Goals** - Defined  
**Roles** - Defined  
**Leader** - One  
**Productivity** - Increasing

**Process** - Unified  
**Goals** - Defined  
**Roles** - Defined  
**Leader** - One  
**Productivity** - Peak

**Process** - Unified  
**Goals** - Achieved  
**Roles** - Defined  
**Leader** - One  
**Productivity** - Diminishing

Listen to all sides in a conflict.  
Facilitate a middle ground.  
Define communication rules.

Discuss team member's skills.  
Brainstorm goals.  
Set timeline and ground rules.



Define team roles.  
Recognize everyone's value.  
Teach team to resolve conflicts.

Empower the team to perform.  
Try mixing up roles for new  
valuable insights.

Hold an event to mark the end  
of the project and thank your  
team for a job well done.