

# GROUP DEVELOPMENT

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## Stage of Group Development

**Bales(1950):** Orientation, Evaluation and Decision Making.

**Bruce Tuckman (1965):** **Forming, Storming, Norming, Performing, Adjourning.**

**Klein (1972):** Orientation, Resistance, Negotiation, Intimacy, and Termination.

**Trecker 1972:** Beginning, Emergence of Group feeling, Development of Bond, Strong Group, Decline in Group Feeling.

**Garland Jones and Kolodny (1976):** Pre-Affiliation, Power and Control, Intimacy, Differentiation, Separation.



Groups are an integral part of modern organizations and human Societies. They are present everywhere, from the Lower level to the Higher levels.



Stephen Robbins defines a group  
“as two or more individuals,  
interacting and interdependent,  
who have come together to  
achieve particular objectives.”



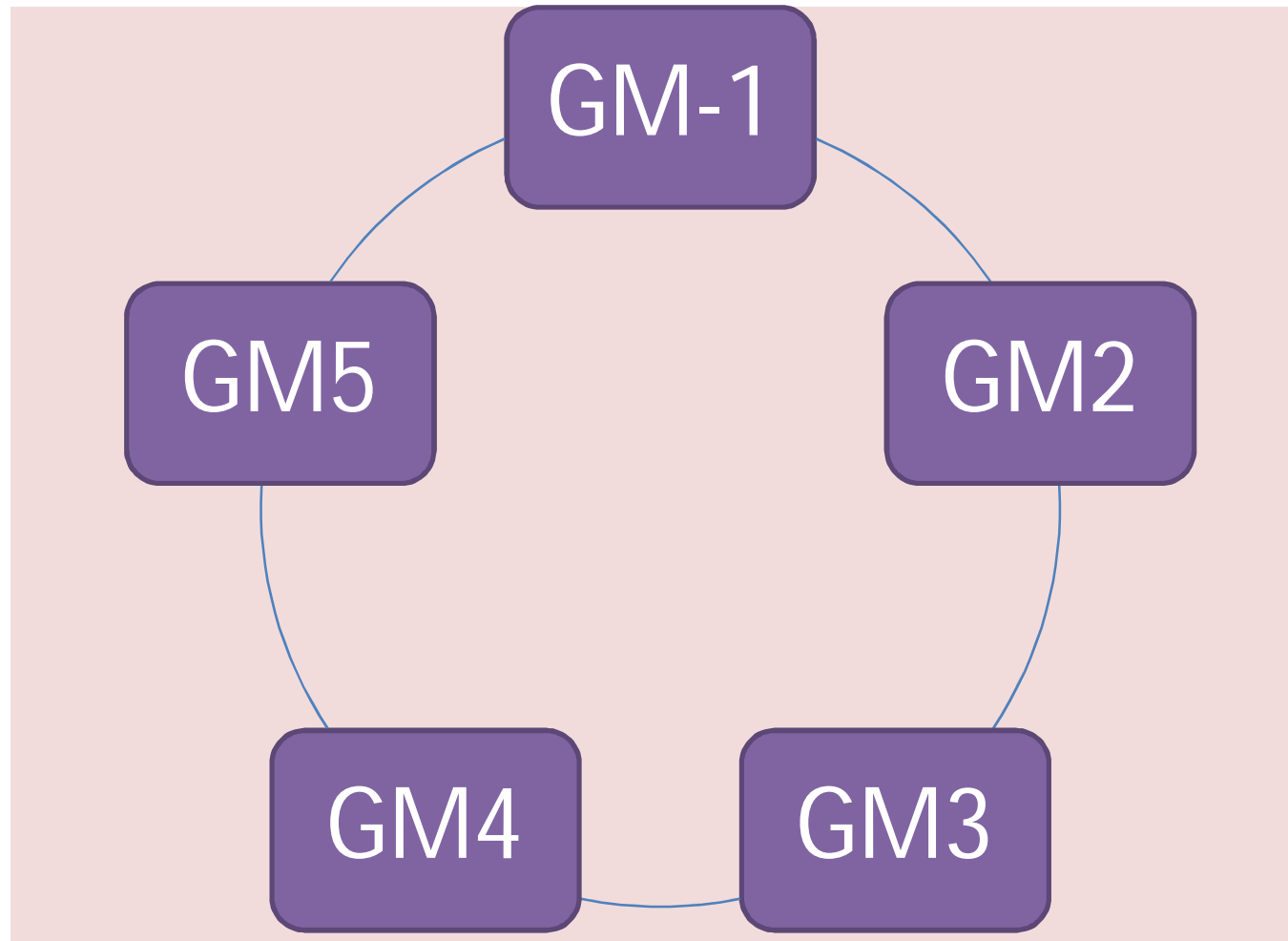
# STAGES OF GROUP DEVELOPMENT

A group passes through five lifecycle Stages- by Bruce Tuckman 1965

1. Forming
2. Storming
3. Norming
4. Performing
5. Adjourning



# Group Member



Group forms & situation is uncertain  
& disorganized

## 1. Forming

Turbulence, disruption, & frustration  
is at highest level

## 2. Storming

Share vision, values, goals, and  
expectations; deviations are not  
welcome

## 3. Norming

Roles are specific, goals are clear, and  
results are noted

## 4. Performing

Orderly disbanding

## 5. Adjourning





# (1) Forming stage

- Initial entry of member
- Members concern's include:
  - Getting to know each other
  - Determining group's real task
  - Defining group rules
  - Guidance is needed from the leader..





# Forming Stage

The first stage of this Group Process is Forming means **Joining, referred to as *engagement* by Rogers.**

This **phase involves significant testing**, and **Trial and Error in selection of group members.**

**Initial concerns focus on** – openness, Support within the group, Sharing of Thoughts, Feelings and Experiences with each other.

An internal appraisal of group focus on how an each individual is attach & interact with the other member of group, this is key features of this stage.

**Anxiety, isolation, hesitation, inadequacy and frustration can be** common emotions which can be felt by group members at this early group stage.



A knowledge and understanding of the feelings and emotions felt by group members in this stage is helpful.

**Fun and Enjoyment** – to encourage continued attendance.

**Relaxed** – offer the promotion of effective communication and allowing members to get to know each other for building confidence and trust.



## (2) Storming stage

- A period of high emotionality & tension among group members
- Members concern's include:
  - Dealing with outside demands.
  - Clarifying membership expectations.
  - Dealing with obstacles to group goals.
  - Understanding members' interpersonal style



## Storming Stage

- In this stage - group members **begin to confront with each other.** as they begin to compete for roles within the group that will help in strong bonding and **feel valued**
- In this Stage also: Aggression can manifest among Group Members due to group experience by - intra and inter group conflicts.
- If strong personalities emerge at the same time and leadership become unresponsive to group, the situation **can become critical** to the group' s development.
- Boundaries within the group should be tested



- As we know and also it is important that conflict will take place within all groups. If handled well this conflict can produce benefits for the group in terms of development, strong bonding and Goal achievement.



### (3) Norming stage

- A point at which group really begins to come together as a coordinated unit.
- Members concern's include:
  - Holding group together.
  - Dealing with divergent views and criticisms.
  - Dealing with a premature sense of accomplishment.





# Norming

During this stage the group begin to **work more constructively** together towards **formal style** of group like- Group Norms.

Roles begin to develop and be allocated within the group and although these may be accepted, some members may not be comfortable with the role which the have been allocated.

**During this stage** - sub-groups can likely to form in order to support environment or to group.

Acceptable and unacceptable behaviours within the group can be are created and can reinforce them and then the `norms` play as the **role of fabric** to this group.

Rules, Regulation & Norms prepare by the group.....





It is important for **group worker** - **works hard** during this stage to ensure domination/ oppression against individuals within the group, Thus, **individual oppressions** must be challenged and emphasis placed on challenging attitudes and opinions but not group members.

However some of the roles that were adopted were challenged by the co-leaders as they were seen to be obstructive to the group and individual's objectives.



## (4) Performing stage

- Marks the emergence of mature, organized, well-functioning group group.
- Members deal with complex tasks and handle internal disagreements in creative ways.
- Primary challenge is to continue to improve relationships and performance.



## Performing

In this stage - Group perform effectively with defined roles, in fact at this stage it could be said that the group has transformed into a team.

It is now that decisions may be positively reinforced by the group as a whole.

The discomfort of the storming and norming phases has been overcome and the group has a general feeling of unity- strong group feelings.

This is the **best stage** for a group to complete **tasks**, assuming that **task**, rather than **process** and **individuals**, are the focus of the group.



## (5) Adjourning stage

- The group **terminates** because the task has been achieved or when the members have **left due to failure or loss of interest**.
- A well-integrated group is:
  - Able to disband when **its work is finished**.
  - Willing to work together in the future.



## Stage 5: Mourning / [Adjourning](#)/

Termination: The final stage in the life of a group

This stage in group development is equally important to positive outcomes. The ending of a group can be a very unhappy and distressing time for some members, as they may feel some extent [of dependency on the group](#).



# Factors affecting group decisions

- The size of groups
- Communication ways
- Leadership styles
- Skills used in groups





# Characteristics of an effective group

- High commitment to achieving goals
- Clear understanding of the group's work
- Open communication and trust
- Ideas sharing and generating
- Constructive criticism and suggestions





# Effective group is when

Group achieve high levels of:

- Task performance.
- Member satisfaction
- Team viability



# Role of Social Group Worker



## Role of Social Group Worker:

- Group Worker arrange the opportunities to members for educational or growth experience
- Understanding by the leader of the significance of group characteristics including type, composition, structure and milieu in which the group lives.
- Use of programme resource to meet desires and need of the group members.
- Use of Communication Resources
- Adaptation of Knowledge from other areas to the requirement of social group work.
- Understanding by leader of Personality organization.



- Development of leadership qualities and skills in the professional workers.
- Knowledge of technique for promoting constructive interpersonal relations within group.
- Role of Group Worker to Guide Group Interaction Process
- Design the development Program for group development
- Enable the group for Independency and for decision making



# Thank You

