



SUMMARY OF THE 5 STAGES OF GROUP DEVELOPMENT

TASK	STAGES OF GROUP DEVELOPMENT AND NEEDS OF GROUP MEMBERS	ROLE OF PEER CO-FACILITATORS
Developing a Positive Working Environment	Forming: • Become orientated with one another. • Needing direction and understanding of expectations. • Establish Group Agreements. • Wanting to be accepted and included. • Developing commitments to the task and group.	Directing: • Define purpose and goals of the group. • Provide structure • Clarifying roles and expectations. • Strengthening relationships between group members.
Facilitating Health Conflict Resolution	Storming: • Addressing tensions between what group members need and the task. • Working through interpersonal disagreements. • Challenges leadership of the group. • Productivity of the group is low.	Coaching: • Legitimizing concerns of the group recognizing the tension. • Facilitate open communication. • Use DESC model to address situations if needed



Dynamic Engagement	<u>Norming:</u> • Confronts ideas/issues not the person. • Productively focused on the purpose of the group. • Meaningful interactions between group members based on Group Agreements.	<u>Supporting:</u> • Participants are engaged and offering ideas. • Sharing of the leadership role. • Be available for support when needed.
Function as an Effective Group	<u>Performing:</u> • Effective working relationships with the group. • Skillful interpersonal communication, problem-solving and decision-making. • Productively fulfilling the tasks of the group.	<u>Delegating:</u> • Encouraging group members to assume responsibilities with process and tasks. • High responsiveness to member contributions.
Transitioning the Group	<u>Transforming/Ending:</u> • Facilitate re-orientating group members to approaching change. • Can create apprehension for group members. • Group members may have suggestions of a closing activity or ritual.	<u>Celebrating/Separating:</u> • Create an activity that encourages group members to reflect. • Assist group members with any issues or logistics related to the ending. • Supporting group members to “Say a Good Good-bye.”