Team Building & Leadership Skills

Tuckman Stages	Group Development			Carnall's Individual Coping Cycle	Team Building			Team Leadership Development	
	General Theme	Task Behavior	Relationship Behavior		Individual Need	Task Outcome	Relationship Outcome	General Theme	Task Behavior
Forming	Awareness	Orientation	Dependency	Denial of Need to form a team or be a member of	Security	Commitment	Acceptance	Getting Acquainted Goal Setting, Organizing	Value Clarification, Visioning, Communicating through Myth & Metaphor
Storming	Conflict	Resistance	Hostility	Defense from leaving past to join present. Buying time to reorient self	Social	Clarification	Belonging	Active listening, Assertiveness, Conflict Management	Flexibility, Creativity, Kaleidoscope Thinking
Norming	Cooperation	Communication	Cohesion	Discarding the past to consider a future that is impending	Recognition	Involvement	Support	Communication Feedback Affirmation	Playfulness & Humor, Entrepreneurial, Networking
Performing	Productivity	Problem Solving	Inter-dependence	Adaptation to the present and creating anew	Achievement	Achievement	Pride	Decision-making Problem solving Rewarding	Multicultural Awareness, Mentoring, Futuring
Adjourning	Separation	Termination	Disengagement	Internalization of the present in preparation for new cycle.	Recognition	Recognition	Satisfaction	Evaluating Reviewing	Celebrating, Bringing Closure

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