STAGE 1 – Forming
Dependence on leader for guidance and advice. Roles and responsibilities are unclear. Leader may answer a lot of questions.

STAGE 2 - Storming
Decisions don’t come easily. Some members may try to establish themselves. Team needs to remain focused.

STAGE 3 - Norming
Agreements form among the team. Roles and responsibilities are clear. Group agreements made. Respect for each other.

STAGE 4 - Performing
The team are stronger and know what they are doing. Focused on goals. Team makes decisions, and then agreed by leader. Members look after each other. Does not need instructions or assistance.

STAGE 5 - Adjourning
Team completed task. Team disperses and forms a new team and starts the cycle again.

Tuckmans’ Theory Diagram
Sources: http://www.shutterstock.com/