

Forming

Performing

Use this worksheet while delivering the Moving Teams to High Performance workshop. Ask participants to fill in each of the quadrants as you finish covering each. Participants should write down specific actions they can take in order to move their team through each of the stages and, in the performing stage, what they can do to keep their team there.

Storming

Norming

Forming

What specific actions can you take during Forming?

- Acknowledge the situation
- Map out the journey of the team's life, what are the predictable highs and lows
- Establish the common purpose of the team
- Focus on goals, priorities and tasks
- Make it clear how people contribute to the purpose and goals – role, skills and experience
- Establish team norms
- Build relationships and rapport
- Spend time together as a team

Performing

What specific actions can you take during Performing?

- Share decision making, ownership, and accountability
- Continue to celebrate success and look for new challenges . . . yet
- Watch for overconfidence in the team

What specific actions can you take during Storming?

- Storming is natural and essential for change
- Allow expression of differences (and frustrations)
- Handle disagreement 'there and then' and encourage team members to do likewise
- Reinforce positive conflict resolution efforts
- Revisit roles, goals, tasks and expectations
- Balance individual needs with the overall team needs

What specific actions can you take during Norming?

- Find areas that the team agrees on and focus on the positives, what the team does well
- Develop self-esteem and confidence in individuals and in the team by celebrating success
- Encourage open feedback
- Ask people to review and improve processes

Storming

Norming

Write specific actions you will take to move your team through each stage to high performance

Forming

Performing

Storming

Norming

