

Stages and Characteristics of Groups

1. Getting started:

Stage—engage members, prepare for first meeting, define purpose, set agenda

Characteristics—group is excited, nervous, feeling anticipation

2. Getting comfortable:

Stage—members get to know each other, establish areas of similarity in beliefs, hopes, experiences, roles of members are established

Characteristics—group is warm, friendly, beginning to accept and build trust

3. Getting to work:

Stage—allocate tasks, make commitments

Characteristics—group is willing and anxious to contribute, some may experience irritation with pace or other members

4. Getting to be right:

Stages—differences emerge, challenges are made, conflicts arise, alliances are formed, factions in evidence

Characteristics—group is angry, frustrated, overwhelmed, underappreciated, turned off, and whining

5. Getting to synergy:

Stage—commit to the group purpose at a deeper level, members take responsibility, no blaming, group identity emerges, conflicts resolved, specific outcomes achieved

Characteristics—empowered, excited, strong sense of belonging

6. Ending:

Stage—completion

Characteristics—feeling of fulfillment

