

Group Skills - Self and Group-working Assessment tool

This is a sample from a training module in group and team working.

This material is produced by Jim Simpson Consultancy and informed by Tuckman's Group model¹

For consultancy, evaluation, research and training commission enquiries contact

jimsimpsonconsultancy@ntlworld.com

Working with Groups

Stage	Key characteristics of group behaviour	Strategies/roles needed to be deployed by Community Development Worker	<i>Which strategies/roles would I like to improve so that I can develop my skills and practice?</i>
Forming	<ul style="list-style-type: none"> • Confusion, uncertainty • Assessing situation • Testing ground rules • Feeling out others • Defining Goals • Getting acquainted • Establishing rules • 		
Storming	<ul style="list-style-type: none"> • Disagreements over priorities • Struggle for leadership • Tension • Hostility • Clique formation 		

¹ © This work is licensed under the Creative Commons Attribution-Noncommercial-No Derivative Works 2.0 Generic License. To view a copy of this license, visit

<http://creativecommons.org/licenses/by-nc-nd/2.0>

Norming	<ul style="list-style-type: none"> • Consensus • Leadership accepted • Trust established • Standards set • New stable roles • Co-operation 		
Performing	<ul style="list-style-type: none"> • Successful performance • Flexible task roles • Openness • Helpfulness • Delusion, disillusion and acceptance 		
Adjourning	<ul style="list-style-type: none"> • Disengagement • Anxiety about separation and ending • Positive feelings towards leader • Sadness • Self-evaluation 		