

What Stage Is Your Team At?

(Source: *Implementing and Improving Teaming* by Jerry Rottier, NMSA, 2001. This professional book is available in every middle school.)

All successful teams, whether in professional sports, business, or education, go through a series of predictable stages from initial gathering of group members to reaching a high performance level.

Stage One:

In this initial stage, a group of individuals comes together in the quest to function as a team. Planning time activities focus primarily on student concerns, housekeeping duties, and communication items.



Stage Two:

Stage Two is sometimes characterized as the political or power stage. Some members of the team will exert considerable influence on the team while others withdraw. Personal agenda may abound. Ground rules will be tested.



Stage Three:

Team members begin to recognize the strengths that each team member brings to the team and capitalizes on these strengths. They become more comfortable working within the established ground rules and start enjoying one another's presence.



Stage Four:

This is the goal of any team – to reach a high level of productivity and personal satisfaction with teaming. Members adhere to ground rules. They become reflective about the progress of the team and seek ways to keep the team performing at a high level. In a sense, all members of the team exert leadership, with the team leader playing the role of facilitator and coordinator. It is difficult for a team to function continuously at this level; occasionally it will drop back to Stage Three.

