



**SNS COLLEGE OF NURSING**  
**Saravanampatti (po), coimbatore.**

**DEPARTMENT OF NURSING**  
**COURSE NAME : BSC (NURSING) II YEAR**  
**SUBJECT : CET**  
**UNIT III: HUMAN RELATIONS**  
**TOPIC : GROUP DEVELOPMENT**



# INTRODUCTION



- Groups are a common arrangement in today's business environments.
- Any manager who works with or supervises groups should be familiar with how they develop over time.





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- Perhaps the best-known scheme for group development was advanced by Bruce Tuckman in 1965.
- Initially, Tuckman identified four stages of group development, which included the stages of forming, storming, norming, and performing



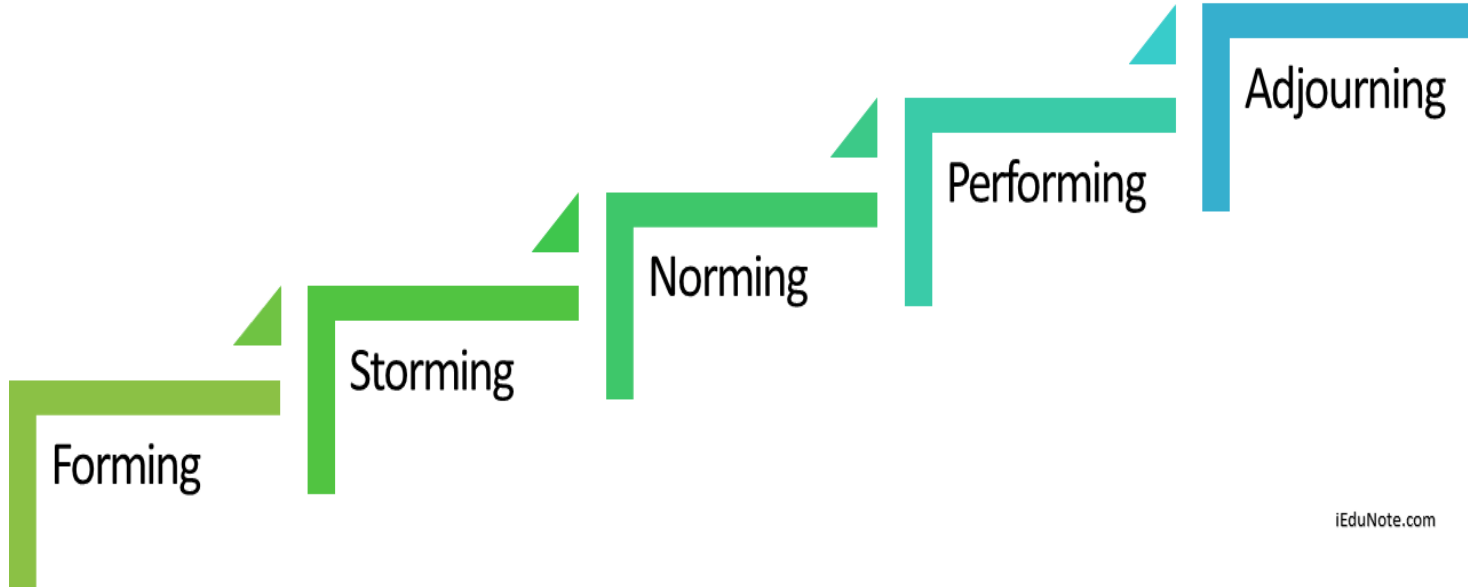
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- A fifth stage was later added by Tuckman about ten years later, which is called adjourning.
- It is believed that these stages are universal to all group members' teams, purpose, goal, culture, location, demographics, and so on. Let's look at the stages of group development.



# STAGES



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# FORMING



- The first stage of group development is known as the forming stage.
- The forming stage represents a time when the group is just starting to come together and is characterized by anxiety and uncertainty.



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- Members are cautious with their behavior, which is driven by the desire to be accepted by all members of the group.
- Conflict, controversy, and personal opinions are avoided even though members are beginning to form impressions of each other and gain an understanding of what the group will do together.



# STORMING



- The second stage of group development is known as the storming stage.
- The storming stage is where conflict and competition are at their greatest.
- The storming stage is where the more dominant of the group members emerge, while other, less confrontational members stay in the comfort and security of suppressing their feelings just as they did in the previous stage.





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- This is because now that group members have an understanding of the task and a general feel for who they are as a group and who group members are, they feel confident and begin to address some of the more important issues surrounding the group.
- Such issues can relate to things like the group's tasks, individual roles, and responsibilities or even to the group members themselves.



# NORMING



- Once a group receives the clarity that it so desperately needs, it can move on to the third stage of group development, known as the norming stage.
- The norming stage is the time when the group becomes a cohesive unit. Morale is high as group members actively acknowledge the talents, skills, and experience that each member brings to the group.



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- A sense of community is established, and the group remains focused on the group's purpose and goal.
- Members are flexible, interdependent, and trust each other.
- Leadership is shared, and members are willing to adapt to the group's needs.
- Information flows seamlessly and is uninhibited due to members' sense of security in the norming stage.



# PERFORMING



- At its peak, the group moves into the fourth stage of group development, known as the performing stage.
- The performing stage is marked by high productivity.
- Group members are unified, loyal, and supportive.



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- Competence in all members is seen, allowing for a high level of autonomy in decision-making.
- Problem-solving, experimentation, and testing possible solutions are high as group members focus on task completion and achievement.
- The group's overall objective during the performing stage is to complete its mission.



# ADJOURNING

- For permanent work groups, performing is the last stage in their development.
- However, there is an adjourning stage for temporary committees, teams, task forces, and similar groups that have a limited task to perform.
- Even the most successful groups, committees, and project teams disband sooner or later.



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- Their breakup is called adjournment, which requires dissolving intense social relations and returning to permanent assignments.
- The adjournment stage is becoming even more frequent with the advent of flexible organizations, which feature temporary groups.



# CONCLUSION



The goal of most research on group development is to learn why and how small groups change over time. To quality of the output produced by a group, the type and frequency of its activities, its cohesiveness, the existence of group conflict







# ASSESSMENT



1. Explain the group development?
2. List down the stages of group development?
3. Describe norming stage?
4. Explain performing stage?
5. Elaborate forming stage?





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*Thank  
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