TUCKMAN DEVELOPMENT MODEL

Value (y-axis)

Time (x-axis)

INSPIRING ACTION | FACILITATING GROWTH

Forming

Moderator
- Directs
- Guides

Roles unclear

Little agreement

Storming

Moderator
- Coaches

Uncertainty

Decisions are challenged

Norming

Moderator
- Facilitates
- Enables

Strong Commitment

Shared leadership

Roles & responsibilities defined

Performing

Moderator
- Delegates
- Oversees

High degree of autonomy

Transforming

Mourning