

## **Toolkit Title**

Know What Stage My Team is at

## **Purpose of Toolkit**

This tool helps us to understand the stages of team development.

## **Toolkit Methodology and Application**

See attached.

## **Case Study or Example**

See attached.

## **Acknowledgements and Sources**

See attached.

## **Toolkit Category**

Organisation Development

## **Keywords**

Organisation Development, Team Development, Orientation, Trust Building, Goal Clarification, Commitment, Implementation, High Performance, Renewal.

## **Name and Email of Project Contact Person(s)**

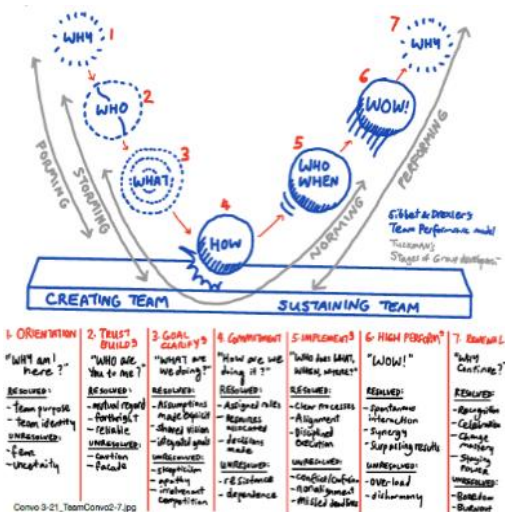
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# KNOW WHAT STAGE MY TEAM IS AT (TEAM DEVELOPMENT)

#advanced #team

This tool helps us to understand the stages of team development. The structure of the model resembles the path of a bouncing ball, which demonstrates the team's arc of energy. Stages 1-4 build the team and 5-7 increase levels of sustained performance. The 7 stages are: **Orientation, Trust Building, Goal Clarification, Commitment, Implementation, High Performance, Renewal.**



## KNOW WHAT STAGE MY TEAM IS AT (TEAM DEVELOPMENT)

When to use: When you need to help people understand where they are now as a team. It may be an encouraging way to show that blocks are a natural part of the development process of a team and that there are ways to resolve the blocks.

How to use:

**Step 1:** Briefly explain that the framework lists the natural issues every team goes through.

**Step 2:** Have each team member indicate the stage they think the team is at currently by marking coloured dots on the corresponding ball in the bouncing ball model.

**Step 3:** Invite each member in the team conversation to share and describe his rating.

**Step 4:** Invite all the members to vote the stage of team development they would like the team to be in. Seek collective agreement.

**Step 5:** Determine as an entire team in a team conversation the challenges they need to resolve to reach that desired stage as well as what are the possibilities that they can see.

Tip! At every stage a regular team check-in convo is always good:

- Stage 1-2 should start with team context setting convo
- Stage 3-5 might go right into team deep diving into problems and solution convo
- Stage 6-7 might consider a team context resetting convo