

FSU Campus Recreation

FSU CHALLENGE

New Team, One Dream

For all of the new groups out there, this program focused on **FORMING RELATIONSHIPS** is for you! The first step in getting a group to work together better is getting them to know the individual members. This program will get your group interacting in fun and exciting ways that will help them find commonalities with their group members, which in turn can begin a bond bigger than just the unity of a group goal. We will challenge your group with tasks, and as they accomplish those tasks, they will grow and prepare for more difficult objectives. Facing difficult tasks and challenging environments can stretch your group and allow them to grow and evolve.

Additionally, we need to recognize that just as individuals grow and develop, passing through a life cycle and having different needs at different times, so also do groups. Groups have a natural and predictable cycle that helps us understand how to assist them in adjusting to the expectations and requirements of being a member of that group. Bruce Tuckman (1965), in his Model of Group Development, categorized group development into four stages: forming, storming, norming and performing. After a later review in 1977, Tuckman added a fifth stage: adjourning (or transforming).

Stage	Description	Characteristics
1. Forming	Initial concept of the group where members determine their place in the organization and go through a testing or orientation process.	Apprehensive, reserved, independent, looking for direction.
2. Storming	Members may react negatively to the demands of the tasks that need to be accomplished or resist influence of members.	Argumentative, emotional, conflictive, often talking without listening.
3. Norming	In-group feelings and cohesiveness develop and members accept the rules of behavior and discover new ways to work together	Increased communication & concern, observant, accepting.
4. Performing	The group becomes quite functional and members focus their efforts and achieve their goals.	Task-oriented behavior at optimal level, supportive, collaborative.
5. Adjourning (Transforming)	The group brings finality to the process, tasks are completed and members anticipate a change in relationships.	Reflective, looking for closure & recognition, appreciative.

Having an understanding of this process can greatly assist a group in their progression through the cycle. This program is aimed at starting this process, helping you *connect and identify with group members* and understand that, even in the storming stage, these are your group members, and as a group, you all *can work and accomplish tasks together*.