Refugee Welcome Collective

Group Dynamics in Community Sponsorship Worksheet

This worksheet is based on Tuckman's Group Life-cycle Model "Forming, Storming, Norming, Performing, Adjourning".

This worksheet is designed to brainstorm and identify what kinds of program supports (trainings, resources, tools, etc.) and strategies can be incorporated or strengthened within community sponsorship program design to:

- Address challenges & mitigate risks associated with each stage?
- Create effective team management within a group?

Stage 1. Forming

Features (what's going on in the group?)	Challenges & Risks	Program Supports and Strategies
• Excitement, eagerness & optimism • Getting task-oriented; • Assessing the situation • Defining goals • Establishing & testing rules • Feeling out others in the group	• Confusion • Uncertainty • Anxiety • Unrealistic / misaligned expectations	

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Stage 2. Storming

Features (what's going on in the group?)	Challenges & Risks	Program Supports and Strategies
• Getting organized; • Reality check – things may be more challenging than expected • Critical engagement • Roles reviewed	• Disagreements – how, what when? • Leadership struggles • Tensions and hostilities • Unhealthy boundaries • Miscommunication	

Stage 3. Norming

Features (what's going on in the group?)	Challenges & Risks	Program Supports and Strategies
• Expectations and reality are more aligned • Roles are more stable • Trust is established • People are cooperating	• As goals are being achieved, less attention is paid to agreed rules, standards, etc. • Things can slip	

Stage 4. Performing

Features (what's going on in the group?)	Challenges & Risks	Program Supports and Strategies
• Performing well and problem solving together • Strong sense of team commitment • Focus on goals • Flexibility and openness of tasks	• Boredom • Disillusionment	

Stage 5. Adjourning

Features (what's going on in the group?)	Challenges & Risks	Program Supports and Strategies
• When a group comes to an end • Sense of achievement and gratitude • Timely disengagement	• Untimely disengagements (people leaving too early); • Anxiety of separation; • Disappointment	