

# Team development

[Business](#), [Management](#)



The storming stage exemplifies exhibiting “ conflict and polarization around interpersonal issues, with concomitant emotional responding in the task sphere. These behaviors serve as resistance to group influence and task requirements” (Smith, 2005). In the third stage, norming, the group members have overcome conflicts and have begun to establish group norms, where roles, standards, and responsibilities are defined and carried out. Finally, the performing stage, as the term implies, focuses on the performance of tasks where roles become functional and flexible as deemed appropriate.

#### Five Soft Skills

The five soft skills employers look for in today’s workplace are proactive attitude, problem-solving, the ability to manifest a vocation of service, teamwork, and exemplary communication skills (Tarnogol, 2010).

#### Example of Team and Manifestation of One of the Four Phases of Team Development

In the academe, one has experienced working with going through the phases of team development through group work where course modules would require a project to be accomplished as a group. The most eminent phase of team development that the group centered on was the performing stage, where all members have recognized the need to comply with the defined roles and responsibilities to enable the accomplishment of group goals. For example, in English class where the group was expected to create a presentation about literary elements of a novel, all the members prepared to work on the tasks assigned. Apparently, one could attest that the three prior stages were briefly experienced (forming, storming and norming),

particularly the need to define goals, roles and responsibilities under the forming stage and the experience of conflicts under the storming stage. The performing stage, however, was most memorable in terms of defining the ability of members to collaborate and actively participate to ensure that the defined objectives and tasks are effectively carried out.