



Dialog and Resolve LLC

Springfield, MO

417-879-4016

david@dialogandresolve.com

www.dialogdojo.com

5 Stages of Team Function © 2025-09-09

Yellow Belt Question: What are the five Stages of Team Function?

Yellow Belt Succinct Answer:

Forming, Storming, Norming, Performing, Adjourning (Mourning).

Why These Principles Are Important:

- This model helps me diagnose where my group is and figure out how to move into performing (unity). It also helps me explain to my group what is happening so we can be patient and give grace to each other as we move through the stages.
- [Free Video 1, 0:48-1:14](#)

Explanations of the Yellow Belt Succinct Answer:

- **Forming** - Key indicators: People are uneasy and rely heavily on the positional leader to make decisions. If no positional leader is named, the alpha people in the group will vie to be the leader.
- **Storming** - Key indicators: Group members get used to each other enough to start expressing their opinions. Since most people are unskilled at disagreements, often conflict breaks out in groups. Most groups revert to Forming when conflicts get too uncomfortable. Thus, they get stuck in a Forming/Storming cycle.
- **Norming** - Key indicators: When a group is skilled at disagreements, they can move into this phase and make decisions/solutions for what works for this group at this time for these goals.
- **Performing** - Key indicators: When enough solutions are in place, the group consistently performs close to 60% of the theoretically possible 100%. A key indicator of this stage is the group has lots of disagreements and few conflicts. Group work doesn't get easier, the group just gets more skilled (for example, a professional athlete probably works harder than a high school athlete).
- **Adjourning (Mourning)** - Key indicators: When the group noticeably changes, either by addition or removal of group members, group members experience grieving. Probably the intensity of grieving has a direct relationship to the intensity of the investment in the group.
- [Free Video 1, 1:15-4:00](#)
- [Muddling Along or Unity: Confessions of a Recovering Jerk, pp. 3 & 171-173](#)

Illustration of the Principles: [Muddling Along or Unity, pp. 173-175 \(Discovery Ministries' Onboarding Process\)](#)