

Matrix Stages of Development Amina Knowlan

Stages of Group Development	Individual/Group Tasks	Interpersonal issues in stages of team/group development (FIRO-B Schutz, 1971)	Group behavior patterns	Facilitator role
Phase I: Forming	<ul style="list-style-type: none"> • Making person-person connections • Building the ground of health • Appreciative feedback 	Inclusion - the need for Inclusion has to do with forming new relations and associating with people, and determines the extent of contact and prominence a person seeks	Move toward similarities	Active facilitation - group is dependent
Phase II: Differentiation	<ul style="list-style-type: none"> • Distributing and diversifying roles • Awareness of group as an evolving system • Expression of differences 	Control - the need for control has to do with decision making, influence and persuasion between people and determines the extent of power or dominance a person seeks.	<ul style="list-style-type: none"> • Differences arise • Establish operating rules • Create order • Decision making processes 	Co-facilitation - group is counter-dependent (Authority can be challenged)
Phase III: Openness	Differentiation in a stage of Openness & Self-Authorization <ul style="list-style-type: none"> • FOO dynamics • Intra-personal interventions • Intimacy, affection & attraction 	Appreciation/Affection - the need for affection has to do with emotional ties and warm connections between people, and determines the extent of closeness a person seeks.	<ul style="list-style-type: none"> • Cohesion & negotiation • Begin to function group/team • Functional relationship • Different contributions acknowledged 	Facilitator is less active - Participant/Observer - group is interdependent
Phase IV: Interconnection	Productivity & Creativity	Integration and meaningful work happens only when the three issues above have been resolved.	<ul style="list-style-type: none"> • Growth & Insight • Collaboration • Productivity 	
Phase V: Completion & Closure	Completion	Closure		