

Stages of Growth in Small Group Life

Stages: (Birth)	Forming (Infancy)	Storming (Toddler)	Norming (Adolescent)	Performing (Adult)
Group Members' Thoughts	-Do I belong? -What is expected of me? -What can I expect of others?	-Can I trust this group? -Whose group is this? -Is this group going to work?	-Let's do something -I'm willing to risk and give to others	-Was it worth it? -What did I learn about: -myself? -God? -others?
Group Members' Feelings	-Anticipation -Anxiety -Excitement	-Low enthusiasm -Beginning tensions -Anxiety -Impatience	-Acceptance -Determination -Warmth -Freedom	-Warmth -Respect -Appreciation -Sadness
Group Members' Actions	-Giving information -Accepting others initially	-Attending sporadically -Expressing irritation -Giving biographical information	-Sharing positive feelings -Distributing leadership -Taking risks -Giving feedback	-Expressing love and respect -Showing appreciation to others
Leader's Actions & Attitudes	-Empathy -Warmth -Concreteness -Caring -Effective communication	-Empathy -Encouragement -Confrontation -Self-disclosure -Flexibility	-Challenging -Supporting -Giving feedback -Keeping goals clear	-Reflecting -Reinforcing -Reviewing -Being thankful
Leader's Planned Activities	-Self-descriptive sharing -Socials -One-to-one times	-Trust building exercises -Self disclosure -Covenanting -Prayer partners	-Risk taking -Outreach -Gift identification -Feedback	-Review -Celebration -Gift giving