

Group Stages According to Gazda

(early accurate version of Gazda)

Initial or Exploratory Stage

- Member dynamics
 - Confusion (Roles, Purpose, Structure)
 - Politeness or Distance
 - Superficial
 - Tentative Behaviors
 - Dependence on Leader
- Needed member skills
 - Directness
 - Ownership

Transition Stage

- Member dynamics
 - Setting Agendas
 - Conflict
 - Power Issues
 - Natural Leaders Assert, Leadership Roles Established Within Group
 - Defensiveness
 - Dependence Upon / Struggle Against Leader

◉ Needed member skills

- Ownership
- Directness
- Constructive confrontation skills
- Support skills
 - Inclusion
 - invitation

Working or Action Stage

- ◉ Member dynamics
 - Cohesiveness / Sharing
 - Norms Well Established
 - Agenda(s) Acted Upon
 - Risk Taking
 - Feedback
 - Inclusion and Support
- ◉ Needed member skills
 - Feedback
 - Confrontation
 - Focus
 - Self divulgence

Consolidation or Actualization Stage

- ◉ Member dynamics
 - Celebration of Task Completion
 - Relationships Reflect Intimacy/Honesty
 - Members Reflect Responsibility
 - Goodbye Begins
 - Sadness, Separation Anxiety
 - Spontaneity at Height
- ◉ Membership skills
 - Should be already developed adequately if group has been facilitated right so leader may focus on trigger inquiries but needs to be prepared to remind group members if any skills falter

Termination or Closure

- ◉ Member dynamics
 - Integration of Learning (Practice for Real World)
 - Evaluation
 - Final Feedback
- ◉ Needed member skills
 - Accurate evaluation
 - Acceptance of feedback
 - Relationship closure
