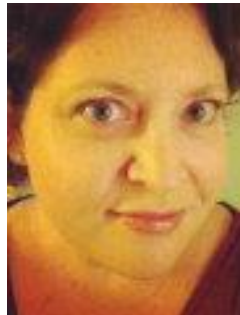


# Exploring Group Dynamics in Teen Foundations



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## Stages of Group Development

Bruce Tuckman, b. 1938  
Ohio State University

Alternate names:

- Theory of Group Dynamics
- Tuckman's Teamwork Theory
- Theory of Group Dynamics





**Stage 1:**

**Forming**

**This stage is characterized by:**

- Uncertainty
- Desire for acceptance
- Dependence on leader
- Avoidance of controversy, conflict and feelings
- Busyness with routine and organization
- Gathering data, impressions: getting to know each other



Stage 1:

Forming



Stage 1:

Forming



**Stage 2:**

**Storming**

**This stage is characterized by:**

- Trust and relationship-building
- Intragroup conflict: expressions of tension, challenge, discontent, disagreement
- Aspiring for tolerance and patience
- Directive guidance from leaders or supervisors

Stage 2:

Storming





**Stage 3:**

**Norming**

## **This stage is characterized by:**

- Close and cohesive relationships
- Eventual focus on a single goal and mutually agreed-upon plan
- Giving up individual ideas for development of consensus and team health
- Taking responsibility and working for the success of the team's goals
- Occasional reluctance to share controversial ideas





ROSE YOUTH  
FOUNDATION

JEWISH YOUTH MAKING A DIFFERENCE

January 13, 2014

Dear Community:

This year, Rose Youth Foundation, an initiative of Rose Community Foundation that engages Jewish high school students in collaborative grantmaking, will make grants totaling \$60,000. We have established three grant priorities. For two of these, outlined below, we seek your proposals. For our third priority, encouraging teens to participate in Jewish life, we will not be accepting proposals. Instead, we will proactively identify grantees working to stem the tide of Jewish teen disaffiliation by engaging teens in Jewish life in meaningful, relevant and compelling ways.

Nonprofit organizations serving the Greater Denver community with the ability to address the following grant priorities. Up to \$48,000 is available to fund requests for Proposals:

1. Organizations that have experienced domestic abuse to end the cycle of violence and support recovery.

2. Organizations that are able and supporting high school aged teens who are experiencing

Stage 3:

Norming



Stage 4:

Performing

### This stage is characterized by:

- Exploring and developing functionality
- Minimal conflict
- Minimal external supervision
- Motivation and growing knowledge, competence, autonomy
- Expected dissent channeled in effective ways
- Supervisors who participate along with a team
- Decisions made by team as a unit



Stage 4:

Performing



## Stage 5: Adjourning Mourning

### This stage is characterized by:

- Successful completion of the task
- Acknowledgement of success
- Breakup of the group
- Positive energy
- Recognition of vulnerability around change
- Saying goodbye

# WHAT DO YOU WANT TO PASS DOWN TO FUTURE RYF GROUPS?

Be open mind

The knowledge that we might can repair the world.

If you are thinking something someone else is thinking it too.

There are no wrong decisions.

Prepare for new, exciting experiences.

An open mind

Work towards the feeling of accomplishment that comes with decisions.

Everything you do + learn throughout the year will make the end of the process even more rewarding.

Tewish values touch all aspects of life, even things aren't explicitly "Tewish".

I gained a true understanding of the real world and how it can help.

Being on that open your eyes to understand issues in the world, and gives you tools to fix them.

Be willing to compromise & entertain all interests.

be willing to make hard decisions

These issues are all around you. It's your community.

I hope that people from the next year will compromise and commit to be vocal about their opinions. All the things being minded at the start.

no choice is wrong, no matter what you're helping somebody.

Don't fear being social! Inclusion!

Be open to all ideas and opinions.

I want to pass on the ability to create a safe environment.

Working hard to create a safe environment.

Don't be afraid to speak up.

Don't be afraid to share your opinion and help to make a difference.

Be open to all ideas and opinions.

Be open to all ideas and opinions.

Speak up, share your opinions.

consider different perspectives that you are passionate about.

## Stage 5: Adjourning Mourning

**Sharing**  
Share your  
experiences!

- ➔ How have you seen any of these stages arise in your teen foundation work?
- ➔ Tuckman's theory comes out of teamwork with adults, what is different about any of these stages when it comes to a group of teens working together?
- ➔ How have you addressed the mourning and adjourning stage in your work with a teen foundation?