Orientierungsphase Forming

Aufgaben der Gruppenleitung

Orientierung geben, Unsicherheiten abbauen, Vertrauen innerhalb der Gruppe schaffen, Ziele klären, aktive Steuerung durch Gruppenleitung.

Adjourning

Aufgaben der Gruppenleitung

Wie in der Orientierungsphase klare Steuerung durch Leitung, Gestaltung des Abschieds von der Gruppe und den Einzelnen.



Aufgaben der Gruppenleitung

Förderung einzelner Gruppenmitglieder, Lernziele im Blick behalten, Prüfung der Lernfortschritte, auf Arbeitspotenzial der Gruppe vertrauen.

Positions- und Rollenkonflikte

Storming

Aufgaben der Gruppenleitung

Konflikte innerhalb der Gruppe zulassen, auf Kritik reagieren und nicht unterdrücken, evtl. als Schlich fungieren.

Phase der Vertrautheit und Konsolidierung

Norming

Aufgaben der Gruppenleitung

Vereinbarung gemeinsamer Normen, Verbindendes betonen, Moderation, auf Einhalten der Ziele achten, nicht zu hilfreich und nicht unersetzlich sein.

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