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The feeling of pride that arises in the fourth phase of the process is now pronounced towards each other. Team members recognise that the results have only been made possible by the team as a whole. In some teams, this phase also means the end of the collaboration, but if teams continue to work together, this phase is suitable for reflection.

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Group Dynamics for Teams | SAGE Publications Inc

The group development process is not linear: a group that has reached the 3rd or 4th stage can easily fall back into the "storming" stage. Working in groups does not come naturally to most people and conflicting personal interests versus group interests is a common challenge. Working in groups requires practice. 3.

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