

TIFF Perspectives[®] for teams, groups or couples

The TIFF Perspectives aim is to expand the mutual awareness and understanding of people who work or live together closely, in order to enhance relationships and develop effectiveness. It is particularly valuable in leadership and management training, team development and family counselling.

In most contexts, the Perspectives profiles are generated by participants on each other, following full TIFF feedback for each person. The profiles enable participants to reflect on each other's impressions of their behaviour and how these may be different or similar to their own. Structured exercises and conversation enable increasing mutual understanding that helps in turn to develop mutual respect and empathy between participants. The team, group or couple benefits from the growing trust and cooperation engendered by the process.

On occasions where it is agreed that a client's development would benefit from understanding how others see him/her, a non-reciprocal TIFF Perspective may be completed.

TIFF Perspectives can breadth and depth to appraisal, leadership and team development processes, and ensure that they are truly person-centred.

"TIFF Perspectives helps give clues to questions related to 'how do you see me?' inviting specific examples for discussion. This gives more structure and definition to the process."

Member of a team development session