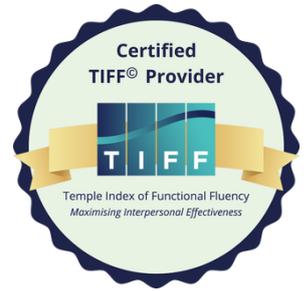


TIFF[®] Provider Licensing Training

Working with behaviour **where it actually shows up**

A professional licensing programme for HR, OD, L&D and coaching practitioners who want a clear, ethical and practical way to work with behaviour in organisations.



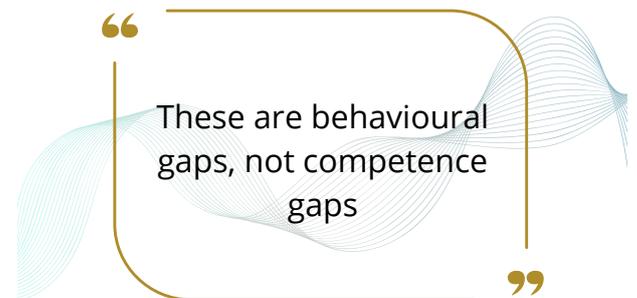
Why behaviour matters

Most organisational challenges aren't caused by a lack of skill or motivation. They show up when people are under pressure - in meetings, feedback, decision-making and change.

Common symptoms include:

- recurring conflict
- unproductive meetings and "looping" conversations
- leadership reactivity under pressure
- change initiatives that lose traction
- well-intended people working at cross-purposes
- feedback that triggers defensiveness or withdrawal

These are behavioural patterns playing out in context - often automatically - and many organisations don't have a shared way to recognise them, talk about them, or work with them constructively.



Functional Fluency - A practical behavioural framework

Functional Fluency provides a shared language for describing behaviour without blame, and for strengthening effectiveness in real time.

It helps people to:

- **notice** what is happening as behaviour emerges
- **strengthen** what is already going well
- **understand** the impact of behaviour on others and outcomes
- **identify** more effective behavioural options
- **practise** change in day-to-day organisational situations



Functional Fluency is **behavioural** (not personality-based). It focuses on **what people do in context** - especially when it matters.

TIFF[®] (Temple Index of Functional Fluency)

A behavioural profiling tool that supports development conversations

TIFF[®] is a unique, award-winning behavioural profiling tool based on the Functional Fluency model. It supports individuals and teams to see patterns clearly and to develop behaviour in a structured, non-judgemental way.

In organisational settings, TIFF[®] is particularly useful for:

- leadership development and coaching
- feedback and development conversations
- team effectiveness and collaboration
- supporting behavioural work during change

TIFF[®] Provider Licensing Training

Build professional capability to work with behaviour.

Develop your ability to use **TIFF[®]** confidently and ethically.

Translate insight into **practical** behavioural development.



On successful completion, you are licensed to:

- use the online TIFF[®] questionnaire in your work
- interpret behavioural profiles accurately and responsibly
- facilitate structured feedback sessions using a coaching approach
- support behavioural development with individuals (and where relevant, teams/leaders)
- work effectively with behaviour under pressure, rather than only in hindsight

What you'll learn and practise

You will develop:

- a strong working understanding of the Functional Fluency model and behavioural modes
- skill in reading profiles clearly (beyond “nice descriptions”) and identifying development priorities
- confidence in handling emotional responses and defensiveness in feedback sessions
- a practical process for supporting behaviour change over time
- ethical practice, boundaries, and appropriate use of the tool in organisations

Programme structure

(at a glance)

This is a modular programme designed for integration into real professional work. It combines:

- 8 Facilitated learning modules (model, application, practice)
- Your own TIFF[®] profile + feedback (so you work from lived understanding)
- 2 x Supervised practice sessions to build confidence and professional quality
- Application to real work contexts (cases, clients, organisational scenarios)

The aim is simple: not just understanding the model - but being able to use it well.

Included: all course materials, access to the online TIFF[®] questionnaire, individual profiling and feedback session, supervised practice, and 1-year Functional Fluency International membership + licensing on completion.



Professional recognition

Approved by the **International Coaching Federation (ICF)**. Earn **40 CCEu** credits towards your ICF credential renewal.

Who it's for

For L&D, HR, and OD professionals, internal coaches, and facilitators.

Individual participation or team enrolment possible. Also available **in-company** for organisations that want to work with Functional Fluency.

Contact us for a FREE, no-obligation introductory conversation to discuss fit, approach and rollout options.



Next steps:

Full programme details, participation requirements and available cohort information can be found on our website.