



Temple Index of Functional Fluency  
*Maximising Interpersonal Effectiveness*



## Achieving behavioural change effectively with Functional Fluency and TIFF®

Experienced professionals are often looking for the best for their clients, for the path with the most value, because that is, after all, their mission. Coaches, trainers, supervisors, and other helping professionals know that it is nice to work with practical and effective tools to stimulate their client's growth. The TIFF® Providers Licensing training offers this possibility.

Functional Fluency gives a clear insight into the effectiveness of behaviour. Developed by Susannah Temple, Functional Fluency is a smart and simple model for understanding how people behave. It provides a practical framework to help them build effective relationships, both with themselves and with others. The Temple Index of Functional Fluency (TIFF®) is a validated behavioural tool, based on the Functional Fluency model, and provides insight into how a person distributes his or her energy across nine modes of behaviour and how effectively he or she does so. The leading question is: "Do I and others benefit and am I achieving my goals?"

In the TIFF® Provider Licensing Training you will learn to use Functional Fluency and TIFF® within your own profession. TIFF® is a unique instrument with which you can quickly and efficiently set up and substantiate a personal and or professional development programme together with your client. With TIFF® you have a powerful tool in your hands to support your clients in becoming more effective, energetic, productive, resilient and happy in their lives and in their work. TIFF® also offers you the possibility to increase your effectiveness as a helping professional and thus to add value.

The TIFF® Provider training is interactive and spans approximately 3 to 4 months in total. The training consists of four training days and two supervision sessions in groups. Prior to the training there is always a free and non-committal intake interview. If you decide to participate in the training, you will undergo a so-called TIFF®-feedback session to explore your own TIFF®-profile.

If you have no prior knowledge of Transactional Analysis on which the Functional Fluency model is based, you will first need to participate in our separate one-day '[TA inspiration for Functional Fluency](#)' for an additional cost. This day helps participants to meet Functional Fluency from the perspective of an important development within TA in the past decade. Participation in this introductory day is also desirable and enriching for those who have already taken a TA course.

## Programme

**On days 1 and 2** participants will be trained in understanding and applying the Functional Fluency model and the TIFF® behavioural tool. In between, participants practice in pairs with three of their own practice clients, learning to apply the TIFF® tool in conversations.

**On days 3 and 4** further deepening takes place. Participants exchange experiences on applying the TIFF® instrument with their practice clients. Participants also gain deeper insight into the connection with TA theory and the psychodynamic term 'transference'. Special attention is given to ethics. Participants learn how to work with the TIFF online system and receive information about membership to the Functional Fluency network, marketing and ongoing support.

**Supervision and self-study in between.** In the meantime, participants also receive supervision. In groups of a maximum of 4 participants they prepare for working with TIFF® with their practice clients, with support and supervision to ensure optimum learning. Participants also talk extensively about their experiences with the TIFF® instrument in their own professional context. Finally, participants engage in self-study on the basis of information they receive during the training.

## Result

At the end of this training:

- You will have got to know Functional Fluency in its practical applicability as a unique body of thought and you will be able to explain the model interactively in coaching and training situations.
- You are skilled in the correct interpretation of the TIFF® profile of a client in relation to his/her coaching question.
- You will be able to discuss the TIFF® profile with a client in a supportive and empowering way.
- You can identify coaching themes and/or training needs that will further increase the (inter)personal effectiveness of the client when tackling the development issue.
- You will have got to know the support systems and the network that are accessible to you as a certified TIFF® Provider.

## Who is the TIFF® Provider Licensing Training for?

The TIFF® Provider Licensing Training is meant for professionals who guide other people in their personal and professional development. Besides professionals who give one-on-one coaching or individual guidance, the training is extremely useful for professionals who manage change and transition processes, support leaders and

teams in their development and/or help people achieve their goals more effectively by offering them insight in their own behaviour.

Coaches, counsellors, consultants, trainers, mentors, educationalists and psychotherapists who have also undergone this training in other parts of the world say that with Functional Fluency and TIFF® they have increased their own (inter)personal effectiveness and that of their clients. Functional Fluency and TIFF® are excellent for use in business, government, education, and also in raising children and optimising interpersonal relationships in the private sphere. In short: in all places where people work and live together.

Participation in the TIFF® Provider Licensing Training requires a higher professional education level. It is also important that you have a work context in which you can apply what you have learned.

## **Practical information**

The training is facilitated online by a certified TPLT-trainer. After registering, you will receive an invitation for an intake interview with the trainer.

### **Investment:**

The investment for this TIFF® Provider licensing training is € 2.100,- excluding VAT for Euro-countries. To find out what the price is in your currency, please select the currency icon at the top of the Functional Fluency website in the menu bar at the right. Your investment includes your own TIFF® profile, three TIFF®-questionnaires that will be used during the training with practice clients and two supervision sessions.

## **Membership and ongoing support**

When you successfully complete the training, you will be licensed to use the TIFF® tool within your profession. You will also automatically receive a one-year Standard Membership of the international Functional Fluency network. As a Provider and member, you will have access to Functional Fluency International platform and your personal page with content to further support you in the use of Functional Fluency and TIFF®.

After a year, the membership will automatically be renewed annually, unless the membership is cancelled 28 days prior to the month in which the membership started.

For TIFF® Providers who use Functional Fluency and TIFF® actively and who would like to become more proficient, there are also two membership upgrades available: Energy Plus and Premium.

For more information on Functional Fluency membership go to [www.functionalfluency.com](http://www.functionalfluency.com)