



## Introduction to the Temple Index of Functional Fluency (TIFF®)

The Temple Index of Functional Fluency (TIFF®) is a tool for self-assessment and personal development. It promotes emotional literacy through increased self-awareness and understanding of interpersonal behaviour. It does not measure abilities or 'type' people. The results of the self-report questionnaire provide a profile of a person's behavioural tendencies and habits, both negative and positive, in a variety of situations and relationships. The insights offered by the results stimulate and encourage positive change for increasing interpersonal effectiveness. This is promoted by the empathic and encouraging style of the whole exercise, which is accepting of the fact that no one is perfect, and that everyone has some human failings. The manner in which the tool is used is important in providing the non-judgmental and positive atmosphere necessary for optimum outcomes. TIFF Providers are highly qualified and trained. Their aim is to encourage and empower their clients.

Feedback and follow-up are planned as appropriate with respect to the depth of psychological work to be undertaken, according to:

- a) The purpose of doing the instrument.
- b) The context and contracts in place.
- c) The stage of self-awareness and psychological status of participants.

In TIFF, human social functioning is categorised into three areas: current reality assessment, self-actualisation and social responsibility. The latter categories have two elements each, both with positive and negative aspects, so there are nine modes of behaviour in all to be tested. Results are presented in the form of a profile to show the person's behavioural tendencies and balance of energy using this model. Each profile is unique. Included are notes and information in a style to invite curiosity and reflection on options for development, which are discussed in the collaborative feedback session. An important feature is the framework for celebrating and affirming people's strengths. Such positive reinforcement can be very therapeutic and encouraging, as well as helping people engage with the material.

The flexibility of TIFF means that it can be used in a variety of contexts, both for group and individual work. It is a potent and supportive tool wherever personal development is a key aspect of professional development. TIFF can also play a valuable part in staff selection, self-assessment and formative appraisal processes, as well as team management and training for leadership.

Another major field of application is that of counselling and psychotherapy, in which it can be used as an aid to ongoing therapeutic work, by providing an objective structure for behavioural diagnosis, or as an assessment or research tool with respect to either client change or efficacy of treatment.

The Transactional Analysis (TA) theoretical basis of the instrument means that the profiles can be interpreted as behavioural manifestations of ego states. However, the functional fluency model stands independently from TA concepts, so it is unnecessary to know anything about TA to make good use of doing TIFF. Having said this, the TIFF profile exploration and feedback process can be geared to participants' possible prior knowledge of TA, which would no doubt enrich their experience and expertise in applying the theory. It has also already been shown that doing TIFF is a good way to start learning TA, so in appropriate circumstances, doing the test could lead, for instance, into further staff training in using a TA approach.

TIFF can be completed online or on paper, in English or German, available through the network of TIFF Providers. Scoring, generation of results sheets and administration for Providers are all online. Plans for adapting the TIFF Questionnaire for use with adolescents or other specialised groups are being considered, as the functional fluency model is so widely applicable. The questionnaire would need appropriate 'translation' in each case.