

# TIFF for TEAMS

## Personal development in the team context

'TIFF for TEAMS' is a group activity, facilitated by a TIFF Provider, using the Functional Fluency model and knowledge from team members' own individual TIFFs to:

- Further increase self-awareness and empathy
- Build confidence by using a common language in positive and productive ways of relating
- Release creativity and energy
- Maximise ingenuity for problem-solving
- Develop trust and mutual support

'TIFF for TEAMS' is ideal for enhancing the bonding, or 'Norming' phase, of a team, whilst reducing the stress of 'Storming', to use the terminology of Bruce Tuckman (1965), who wrote about how groups go through the stages of Forming, Storming, and Norming on their way towards Performing.

*"This has enabled us to discuss things we've needed to talk about for a long time... What's more, we've been able to have these conversations now in a way that's felt safe and respectful of each other and entirely positive. It has given us a structure and a language that makes talking about tough stuff feel liberating and constructive. What's great is that, now we have it, we can use this approach to continue talking with each other about these things so long as we need to."*

Newly formed team in a large organisation