



TIFF Values and Intentions Statement

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The TIFF Network is a values-led organisation. Development, strategies and methods of working are based on the following set of values:

- Honesty
- Trust
- Integrity
- Acceptance of all people as intrinsically valuable
- Belief in the tendency of all living creatures to thrive.

An essential characteristic of a values-led organisation that sets out to be of service to people is that it uses positive and enabling ways of relating, both internally and with the people it serves.

This means that cooperation, collaboration and the principle of continuous improvement in response to user and client feedback are all vital to the TIFF Network way of working.

TIFF Providers, therefore, intend to work together and for their clients in ways that are open, direct, assertive, empathic and encouraging. They do their best to model the philosophy and principles of transactional analysis and the TIFF Network in their practice.

TIFF Providers find ways to use TIFF to support and inspire their clients to grow and develop positively, believing in the potential for all human beings to learn and change.

An Outline of TA and TIFF Network Philosophy, Principles and Practice

PHILOSOPHY	PRINCIPLES	PRACTICE
Intrinsic value of all people – mutual respect- I'm OK-You're OK.	Deep respect for self & others. (No power-plays, deception, manipulation or discounts.)	Contractual method, openness and integrity in dealings with people.
Each person is responsible for own thoughts, feelings and behaviour.	Accept personal responsibility for one's own experience. (No blaming of self or others.)	I-statements – congruence - emotionally literate interaction.
A person's own experience is of prime validity	Recognition and respect for each person's personal experience. (Avoid interpretation or pathologising.)	Accounting for self, other and the situation – validation of inner experience – empathy.
Each person constructs and decides own destiny, and can change those decisions. Problems are solvable.	Focus on the positive, practical & optimistic.	Search for solutions, using 'how' rather than 'why' questions.

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