
FIRO-B®

Fundamental Interpersonal Relations Orientation – Behavior™

- Purpose:** Self-awareness and Personal Development. Management and Leadership Development. To increase understanding of how to make relationships with others work better.
- Format:** On-line or “paper-and-pencil” assessment. 54-item questionnaire. Estimated completion time: 15-20 minutes. Group reports available.
- Potential Uses:**
- Individual assessment, coaching and development
 - To complement an existing management or leadership development initiative
 - Teambuilding and development
- Assessment:** FIRO-B® measures how you typically behave with other people and how you expect them to act toward you. FIRO-B® identifies three areas of interpersonal need:
- Inclusion: How much you generally include other people and how much attention, contact and recognition you want from others
 - Control: How much influence and responsibility you want and how much you want others to lead and influence you
 - Affection: How close and warm you are with others and how close and warm you want others to be with you
- The FIRO-B® instrument measures two dimensions for each need:
- Expressed: How much you prefer to initiate the behavior
 - Wanted: How much you prefer others to initiate the behavior toward you
- Benefits:** FIRO-B® can increase your understanding of:
- How you come across to others
 - How and why conflict develops between well-meaning people
 - How to understand your own needs and how to manage them as you interact with others

