



Psychological Profiling: FIRO-B

FIRO-B (Fundamental Interpersonal Relations Orientation - Behaviour)

A powerful tool developed by Dr Willi Schutz widely used not just in team building in the work-place and management development, but also in individual and family counselling at home

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FIRO-B

The **FIRO-B** (Fundamental Interpersonal Relations Orientation - Behaviour) instrument is a powerful tool developed by Dr Willi Schutz during the Korean War to assesses individual's inter-personal needs and how they affect their behaviour towards other people. It is widely used not just in team building in the work-place and management development, but also in individual and family counselling at home. It measures how much people may wish to offer to others, and receive back:

- **Inclusion** and the desire to form new relations and associate with others.
- **Control** decision-making, influence and structure, and the extent of power or dominance that a person may wish to seek or receive.
- **Affection** or Openness to build emotional ties and warm connections between people, and the extent to which people may wish to offer closeness, or seek it from others.

Each item is measured in two dimensions: the expressed behaviour of that person and the behaviour they want from others. The FIRO-B instrument can provide insight into the employee's compatibility with other people, as well as their individual preferences. The FIRO-B instrument can be used in any situation requiring interpersonal behaviour measurement, including management development, team building, and employee development.

	Inclusion	Control	Affection
Expressed	I make an effort to include others in my activities. I try to belong, to join social groups and be with people as much as possible.	I try to exert control and influence over things. I enjoy organising and directing others.	I make an effort to get close to people. I am comfortable expressing personal feelings and I try to be supportive to others.
Wanted	I want other people to invite me to belong. I enjoy it when others notice me.	I feel most comfortable working in well-defined situations. I try to get clear expectations and instructions.	I want others to act warmly towards me. I enjoy it when people share their feelings with me and when they encourage my efforts.

An assessment contains approximately 54 items and usually takes 15-30 minutes to complete.

Use the FIRO-B Instrument to:

- Maximise the impact of your actions at work.
- Identify options for increasing your job satisfaction and productivity.
- Explore alternative ways to achieve your career goals.
- Improve team effectiveness and develop tools to work more collaboratively together.
- Identify leadership operating styles.
- Understand how others prefer to relate to you and those around them.
- Clarify how others may experience working with you.



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If you are interested in developing your own knowledge and skill set to achieve further success and make the most of your talents with proven coaches we would like to talk.

If you are looking for your next career move or wish to have some impartial and experienced career advice we would like to hear from you

Our Customers

US companies looking to establish themselves in Europe needing to recruit and/or wanting assistance with the associated logistics.

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