

Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)

About the Instrument

The Fundamental Interpersonal Relations Orientation- Behavior (FIRO-B) is a highly valid and reliable tool that assesses how an individual's personal needs affect that person's behavior towards other individuals. This highly valid and reliable self-report instrument offers insight into an individual's compatibility with other people, as well as providing insight into that person's own individual characteristics.

The FIRO-B measures a person's needs for:

- Expressed Behavior (E) – what a person prefers to do, and how much that person wants to initiate action.
- Wanted Behavior (W) – how much a person wants others to initiate action, and how much that person wants to be the recipient. The instrument also measures a person's needs for:
 - Inclusion (I) – recognition, belonging, and participation.
 - Control (C) – influence, leading, and responsibility.
 - Affection (A) – closeness, warmth, and sensitivity.

Benefits of the FIRO-B

The FIRO-B is an ideal tool to use for interpersonal behavior measurement and assessment, including:

- management and supervisor development
 - leadership development (used with MBTI as part of the Leadership Report)
 - identifying leadership preferred operating styles
 - employee development
 - team building and explaining team roles
 - improving team effectiveness
 - advancing career development
- The FIRO-B is a registered trademark product of Consulting Psychologists Press (CPP).