

The FIRO-B<sup>®</sup> instrument identifies how you tend to behave towards others and how you want them to behave towards you. Your FIRO-B results can help you increase your understanding of yourself in a number of important areas, including how you handle interpersonal relationships and your own social needs, how others perceive you, and how you see them.

The FIRO-B tool provides information about three fundamental dimensions of interpersonal needs:

### INCLUSION

is about recognition, belonging, participation, contact with others, and how you relate to groups

### CONTROL

concerns influence, leadership, responsibility, and decision-making

### AFFECTION

is about closeness, warmth, sensitivity, openness, and how you relate to others

The FIRO-B assessment also indicates your preferences in relation to two distinct aspects of each of these needs areas:

### EXPRESSED BEHAVIOUR

- How much do you prefer to initiate the behaviour?
- How do you actually behave with respect to the three fundamental interpersonal needs?
- What is your comfort level engaging in the behaviours associated with the three needs?

### WANTED BEHAVIOUR

- How much do you prefer others to take the initiative?
- How much do you want to be on the receiving end of those behaviours?
- What is your comfort level when others direct their behaviours associated with the three needs to you?

This profile reports your results on the expressed and wanted aspects of the three interpersonal needs explored by the FIRO-B tool and includes basic interpretive information for each. As you read through this profile, please consider how the results compare with your own sense of how you interact with others. Results should not be used to make a judgment about whether any behaviour or any person is good or bad. You should avoid making major decisions based on the results of only one assessment.

## Your FIRO-B® Results

Below are your scores for both expressed and wanted aspects of Inclusion, Control, and Affection, along with total scores for each dimension.

	INCLUSION	CONTROL	AFFECTION	TOTAL EXPRESSED																																
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For further information on the FIRO-B instrument and reports, refer to *Introduction to the FIRO-B® Instrument in Organisations* by Eugene Schnell and Allen Hammer, *Introduction to the FIRO-B® Instrument* by Judith Waterman and Jenny Rogers, and *Participating in Teams* by Eugene Schnell, all available from OPP Ltd.

