



FIRO-B[®] Profile

Prepared for JANE SAMPLE

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The FIRO-B[®] instrument identifies how you behave towards others and how you want them to behave towards you. Your FIRO-B assessment can help you to increase your understanding of yourself in a number of important areas, including how you handle interpersonal situations and your own social needs, how others perceive you and how you see them.

The FIRO-B instrument provides information on three fundamental areas of interpersonal needs:

INCLUSION

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

CONTROL

refers to influence, leadership, responsibility and decision-making

AFFECTION

refers to 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 areas:

EXPRESSED BEHAVIOUR

- To what extent 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 when engaging in the behaviours associated with the three needs?

WANTED BEHAVIOUR

- To what extent do you prefer others to take the initiative?
- To what extent 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 towards you?

This profile reports your results on the expressed and wanted aspects of the three interpersonal needs explored by the FIRO-B instrument 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 pass judgment on whether any behaviour or any person is good or bad. You should avoid making major decisions based on the results of just one assessment.



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Your FIRO-B® Results

Below are your scores for both expressed and wanted areas of Inclusion, Control and Affection, along with the total scores for each area.

| | | | | |
|---|--|--|--|---|
| EXPRESSED | INCLUSION | CONTROL | AFFECTION | |
| | Expressed Inclusion | Expressed Control | Expressed Affection | TOTAL EXPRESSED |
| | 7 High | 4 Medium | 7 High | 18 Medium |
| | You typically include others in your activities, join and belong to groups, and interact with people most of the time. | You control and influence others and situations to some extent, organise and direct others at times, and assume responsibility when appropriate. | You typically have close relationships with others and are comfortable expressing feelings and supporting others. | You initiate activities with others but it depends on the people and the situation. |
| | <i>Range: 0-9</i> | <i>Range: 0-9</i> | <i>Range: 0-9</i> | <i>Range: 0-27</i> |
| | WANTED | Wanted Inclusion | Wanted Control | Wanted Affection |
| 7 High | | 9 High | 6 Medium | 22 High |
| You want others to include you in their activities and groups and you like being noticed. | | You are most comfortable in well-defined situations and try to get clear expectations and instructions. | You have some desire for others to act warmly, share their feelings and encourage you, depending on the situation. | You are comfortable with others initiating activities. |
| <i>Range: 0-9</i> | | <i>Range: 0-9</i> | <i>Range: 0-9</i> | <i>Range: 0-27</i> |
| TOTAL INCLUSION | | TOTAL CONTROL | TOTAL AFFECTION | OVERALL |
| 14 High | | 13 High | 13 High | 40 High |
| You have a strong preference for being involved in social situations most of the time. | You tend to prefer structured situations in which there are clear lines of authority and responsibility. | You typically like a lot of warmth and closeness in your one-to-one relationships. | You find involvement with others enjoyable and satisfying. You prefer to work with teams and socialise extensively with many people. | |
| <i>Range: 0-18</i> | <i>Range: 0-18</i> | <i>Range: 0-18</i> | <i>Range: 0-54</i> | |

For further information on the FIRO-B instrument and assessments, 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 CPP, Inc.

