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AN INTRODUCTION TO FIRO-B®

FIRO-B (“Fundamental Interpersonal Relations Orientation – Behaviour”) was developed by Dr Willi Schutz for the US Government during the Korean War to assess individual's inter-personal needs and how these may affect their behaviour towards others.

This instrument has been ethically researched and validated in many countries and is widely used not just in team building in the work-place and management development, but also in individual and family relationship-counselling.

FIRO-B measures how much people may need others, particularly in terms of:

- **Inclusion**, and how much contact, attention and recognition you may generally want to give others in your life and receive back;
- **Control**, and how much influence, responsibility and structure you may seek in your relationships, whether to lead and direct others or to be led;
- **Affection**, or openness, and how close and warm you are with others and want others to be with you.

Apart from being a helpful coaching and development tool to build deeper self-awareness, FIRO-B can also provide helpful insight into an individual's possible compatibility with others in different situations. It is therefore widely used in any situation requiring a measurement of interpersonal behaviour and the likely needs of others, including management development, team building and employee development.

The assessment contains 54 questions and takes approximately 15 minutes to complete. Note that the scoring norms are culturally specific – those used in the USA for example are quite different for those in the UK. It may be especially helpful to:

- Clarify how others may experience working or living with you;
- Offer a non-judgmental framework to improve your relationships with others.
- Explore alternative ways to achieve your goals;
- Improve team effectiveness and develop strategies to work more collaboratively together.
- Identify options for increasing personal job satisfaction and productivity;
- Understand how others may prefer to relate to you and those around them;
- Optimise the impact of your actions;

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