

Fundamental Interpersonal Relations Orientation

Fundamental Interpersonal Relations Orientation (FIRO) is a theory of interpersonal relations, introduced by Will Schutz in 1958. This theory mainly explains the interpersonal underworld of a small group. The theory is based on the belief that when people get together in a group, there are three main interpersonal needs they are looking to obtain - affection/openness, control and inclusion. Schutz developed a measuring instrument that contains six scales of nine-item questions that he called FIRO-B. This technique was created to measure or control how group members feel when it comes to inclusion, control, and affection/openness or to be able to get feedback from people in a group.

Description

The FIRO B psychometric can be used to measure how much interaction a person wants in the areas of socialising, leadership and responsibilities, as well as in their more personal relationships. FIRO-B is a measurement instrument with scales that assess the behavioral aspects of the three dimensions. Scores are graded from 0-9 in scales of *expressed* and *wanted* behavior, which define how much a person expresses to others, and how much he wants from others. FIRO scores are not fixed, and can and do change.

Benefits

- The FIRO-B instrument can help teams to address interpersonal issues, improve team effectiveness and enhance workplace relationships
- It can support team development and raising awareness of team roles
- It aids understanding of the source of interpersonal conflict within teams

Correlations with MBTI

In a survey of seventy-five of the most widely used training instruments, FIRO-B was found to be the most generally usable instrument in training. The popularity of the FIRO-B began to wane as the MBTI became one of the instruments of choice in business. Since FIRO-B uses completely different scales from MBTI, and was not designed to measure inborn "types". However, it is often used together with MBTI to provide insight into team dynamics.

Claire Sutherland is an OPP accredited user of the FIRO-B, MBTI Step I and Step II instruments. Catapult Consulting Ltd only uses formally accredited facilitators in team dynamics' workshops.