



FIRO-B. Fundamental Interpersonal Relationship Orientation (Behaviour)

The key issue which impacts the performance, culture and morale of any top team is the compatibility of its leaders. Under pressure, research has shown, that 50% of teams would fragment.

Enhanced Compatibility

Without self awareness all our actions are subject to self deception. Research has further shown that using FIRO theories to facilitate team compatibility reduces fragmentation by half. Other factors such as output, cohesion, culture etc all increase dramatically.

How does FIRO-B work?

The FIRO-B framework is very simple and is based around three concepts.

- 🚩 **Inclusion - forming relationships**
- 🚩 **Control - decision making involvement**
- 🚩 **Affection - building rapport & openness**

Each of these facets of our interpersonal behaviour is manifested by how much we either Express it or Want it. The model thus takes the form of a six box matrix.

FIRO-B has had 50 years of continual use and development within major organisations around the world.

FIRO-B(behaviour) was launched in 1958 based on research done for the US navy by Dr Will Schutz. It has subsequently been expanded to include the additional elements of S-Self Concept, F-Feelings and E-Self Esteem. This forms the basis of the Human Element Programme and a new instrument called the Elements

LeaderShape can deliver the FIRO-B survey online and provide a 13 page report with summary commentary .

...After many years in the people development business I can state with absolute conviction that I wish I had used FIRO-B as my foundation model from the start. It is easy to administer and fully comprehensible by anyone. And it has 50 years of wisdom behind it. Sue McCulloch.....
Programme Leader
National School for Government.

Participation in a FIRO-B survey and a subsequent team workshop with LeaderShape can help to:

- 🚩 Create inclusion and heightened contribution.
- 🚩 Address individual needs for control and influence.
- 🚩 Create more openness and direct communication
- 🚩 Raise the level of trust and discretionary effort
- 🚩 Foster a climate of genuine collaboration

By becoming more aware of how we really are with others we begin to interact more fluently and share our joint potential. FIRO-B helps enhance relationships to:

- 🚩 Recognise the best in others
- 🚩 Remove our inhibitions
- 🚩 Become interdependent
- 🚩 Enhance our self respect
- 🚩 Experience fully our zest and joy for life.