

FIRO-B

What it measures:

The FIRO-B questionnaire measures how a person typically behaves towards others and how that person would like others to behave towards him or her. It assesses interpersonal style – and its appropriateness in relationships – on three levels:

Applications:

The FIRO-B questionnaire is ideally suited to:

- Team building and team development – identifying likely sources of compatibility or tension; identifying leadership style; aiding effective decision making; improving communication, openness and trust; and resolving conflicts
- Individual development – increasing self awareness and interpersonal effectiveness as part of the coaching process, career development or personal growth
- Relationship counselling – identifying and resolving possible sources of incompatibility and dissatisfaction
- Selection and placement – but only in combination with other assessment techniques. It can help to structure interviews and assess likely team roles or interpersonal behaviour

Benefits:

- It is unique. Most personality instruments examine individual characteristics but not relationship styles
- It is practical. As well as offering insights into interpersonal needs and behaviours, the FIRO-B questionnaire yields practical suggestions for improving relationships or increasing effectiveness
- It is based on a comprehensive and powerful theory of interpersonal behaviour
- It has detailed norms – subdivided by gender, age, educational level, occupational level and industry sector – giving precise comparison with a client's scores