



Fundamental Interpersonal Relations Orientation™ (FIRO®)

The FIRO-B® and FIRO Business® instruments help people understand their interpersonal needs and how those needs influence their communication style and behavior—and in the process improve their personal relationships and professional performance. These tools have helped individuals, teams, and organizations around the world grow and succeed by serving as a catalyst for positive behavioral change.

The FIRO assessments are based on social need theory: all living things seek equilibrium between their basic needs and getting those needs met. They address, gather, and present critical insights around these fundamental areas:

- How you tend to behave toward others
- How you want others to behave toward you

Explore the FIRO model

BEHAVIORS

Expressed

What you tend to do; how much you initiate this behavior with others; observable action

Wanted

How much you tend to want others to initiate this behavior with you; how much you prefer to be the recipient

NEEDS

Inclusion

Being part of a group, recognition

Control

Influencing the situation, leading, responsibility

Affection

Being close with individuals, rapport

eI

This is your Expressed Inclusion score

eC

This is your Expressed Control score

eA

This is your Expressed Affection score

wI

This is your Wanted Inclusion score

wC

This is your Wanted Control score

wA

This is your Wanted Affection score

THE FIRO ASSESSMENTS ARE TRUSTED TOOLS BECAUSE THEY:

- Facilitate behavioral change by providing specific insights into people’s interpersonal needs
- Identify existing communication and interpersonal dynamics—helping people overcome issues and sometimes prevent them from forming
- Detail strengths and development recommendations

THE FIRO ASSESSMENTS ARE IDEAL FOR A WIDE RANGE OF APPLICATIONS, INCLUDING THE FOLLOWING:

- Team Building
- Leadership and executive development
- Relationship building
- Professional development
- Conflict management

To access more resources, such as videos, white papers, research, and sample reports, visit www.cpp.com/FIRO.

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