

## Welcome!

You have just completed the FIRO-B® instrument, one of the most widely used interpersonal assessments in the world.

If your experience is similar to that of the vast majority of people who have taken the FIRO-B instrument, your results will increase your understanding and appreciation of yourself and of others.

Thousands of people have used the FIRO-B assessment since 1958. Managers at all organizational levels in virtually every type of business have taken it, as have married couples, union workers, entrepreneurs, students, teachers, ministers, military personnel, politicians, police officers, firefighters, doctors, lawyers, and others from all walks of life.

The success of the FIRO-B assessment is based on one important fact. Most of the people who take it find that it adds significantly to their understanding of how to make their relationships with others work better. That's vitally important to just about all of us, and the FIRO-B instrument has proven helpful to this understanding.

## What is the purpose of this guide?

This guide has two key objectives. The first is to highlight the major interpersonal dimensions that the FIRO-B assessment explores. The guide can be a ready reference and can add to the explanations you received when you took the FIRO-B assessment. It also is a concise way to introduce others to the assessment, by sharing your own results with them and by discussing your relationship with them.

The second objective of this guide is to give you a place to start in exploring ways to strengthen your relationships with others, should you wish to do so.

## What interpersonal dimensions does the FIRO-B® instrument measure?

The FIRO-B assessment doesn't really "measure" anything. It provides scores that estimate the levels of behavior with which we—as unique individuals—feel comfortable (or "correct") with regard to our needs for *Inclusion*, *Control*, and *Affection*.

Will Schutz, Ph.D., who developed the FIRO-B instrument, observed that much of the behavior we exhibit toward others is motivated by our differing levels of needs for these three interpersonal dimensions. Research substantiates the importance of these dimensions in human interactions.

Dr. Schutz has described these three dimensions as the decisions we make in our relationships about whether we want to be "in" or "out" (Inclusion), to be "up" or "down" (Control), and to be "close" or "distant" (Affection). The FIRO-B assessment estimates the unique level of our needs for each of these dimensions of human interaction.