



REPORT BOOKLET

European English Edition

Your FIRO-B results can increase your understanding and appreciation of yourself and others. This report will review and perhaps add to any explanations already given to you.

Name: _____



unlocking potential

What dimensions does the FIRO-B instrument measure?

The FIRO-B instrument provides scores that estimate the levels of behaviour you feel comfortable with in the interpersonal areas of Inclusion, Control and Affection. Further, within each of the three areas information is provided on (a) the level of behaviour you feel most comfortable exhibiting towards other people, and (b) the behaviour you want from other people. These are known as **expressed** and **wanted** behaviours. This is set out below:

	Inclusion	Control	Affection
Expressed Behaviour	The extent to which I make efforts to include and involve others in my activities. The degree to which I initiate contact with people and take a prominent role in groups.	The extent to which I make efforts to control and influence others. The degree to which I seek added responsibilities and increased authority.	The extent to which I make efforts to be warm and friendly to others. The degree to which I am open in expressing personal feelings and supporting others.
Wanted Behaviour	The extent to which I want others to include me in their activities and to give me a sense of belonging and acceptance.	The extent to which I want clarity and structure to be provided for me. The degree to which I want others to give me clear instructions and direction.	The extent to which I want others to be warm and friendly to me. The degree to which I want others to like and support me.

What are my scores?

Expressed Inclusion	<input type="text"/>	Expressed Control	<input type="text"/>	Expressed Affection	<input type="text"/>
Wanted Inclusion	<input type="text"/>	Wanted Control	<input type="text"/>	Wanted Affection	<input type="text"/>

What do these scores mean?

Scores of:	are in this range:	and may mean:
0,1,2	Low	You use this behaviour infrequently and/or with a select group of people.
3,4,5,6	Medium	The behaviours are a noticeable characteristic of you but only some of the time and with certain groups of people.
7,8,9	High	This behaviour is very characteristic of you in most situations and with most groups of people.

What to do if you don't agree with the emerging picture

For most people there is an identifiable reason for any differences they see between the scores and their own perception of themselves. Here are some possibilities to consider:

- Consider the frame of mind you were in when you completed the questionnaire. Were you thinking about yourself at work or at home? Is there a difference in your interpersonal behaviour in these different settings? Does this account for the difference? If so, you might consider how comfortable you are in behaving one way at work and in a different way outside of work. What pressures, if any, does this create for you?
- Sometimes it is difficult to separate how we would like to be in our relationships with others from how we actually are. Your FIRO-B results give you the opportunity to think about your interpersonal behaviour in another light. Not liking your scores does not necessarily mean the profile is inaccurate.
- You might consider gathering more information to confirm or disconfirm the accuracy of the profile. You could ask colleagues and friends how you come across. However, bear in mind that their own interpersonal needs may affect how they experience your behaviour.
- You might consider whether you have recently been through a traumatic personal experience such as someone close to you letting you down, or considerable change at work. This could result in your behaviour adapting for a period and most frequently appears on the FIRO-B instrument as lowered Affection scores.
- The six scales interact to give an overall picture, and this picture may be subtly but importantly different from the summed interpretation of the individual scales. The person giving you feedback on your FIRO-B results will help you explore the overall picture. You may also find the following resources helpful in reading about some of the interactions: *Introduction to the FIRO-B® Instrument* and *Introduction to the FIRO-B® Instrument in Organisations*.
- Finally of course, the results could just be wrong. However, research suggests that FIRO-B scores are meaningful and helpful for most people, so do consider all of the possibilities above before you discount the results.