Comparison of FIRO-B® and FIRO Business® instruments

When to use which instrument

The FIRO framework is a powerful theory of interpersonal relations that was originally introduced by Will Schutz. Both the FIRO-B and FIRO Business instruments are based on the same theory, which incorporates the belief that when people interact, there are three main interpersonal needs they are looking to satisfy – Inclusion/Involvement, Control/Influence, and Affection/Connection.

Both the FIRO-B and FIRO Business reports give data on interpersonal needs that explore how individuals typically behave towards others, and how they prefer others to behave towards them, in these three need areas.

The table on the following page can help practitioners in choosing which of the two instruments is better suited to the application they are considering. Information on the reports that are available comes after the table.

	FIRO-B	FIRO Business
Items	> 54	> 30 (a subset of the FIRO-B questionnaire) > FIRO Business reports are generated from FIRO-B questionnaire responses
Terminology	> The three need areas are Inclusion, Control and Affection	> The three need areas are Involvement, Influence and Connection
Language availability – questionnaire	> Danish, Dutch, English, French, German, Spanish (European), Swedish	> English
Scoring	> Can be scored electronically or manually	> Scored electronically
Results	> Presented in whole numbers, which are the raw scores (0–9)	> Presented in percentile scores (0–100%)
Norm groups	> Uses a European norm group based on 1,411 respondents from the general population	> Uses an international norm group. This makes FIRO Business results particularly useful for multinational contexts. The norm group (2,801 individuals) covers roles from entry level through to top executive, and includes 10 different language groups across North America, South America and Europe. Data from additional research samples are available for a broader range of cultures (Asian, African, Canadian French, Australian)

Reports for the FIRO-B and FIRO Business instruments

FIRO-B reports

FIRO-B generates a choice of three reports: a short profile report, a more comprehensive interpretive report related to several applications, and a report which combines FIRO-B and MBTI results in a leadership setting.

FIRO-B Profile Report:

> Two-page report

> Provides descriptions of the three fundamental dimensions of interpersonal needs

> The respondent's FIRO-B scores in the areas of Inclusion, Control and Affection presented in an easy-to-understand matrix format

> A description of the behaviours associated with each of the individual and total need areas.

> Available in Danish, Dutch, English, French, Swedish

FIRO-B Interpretive Report for Organisations:

This 14-page report has the same numerical information, but has additional narrative explaining their importance and interpretation.

> Explains an individual's pattern within their profile by comparing scores with each other (eg Expressed vs Wanted)

> Contains separate sections on career development, team effectiveness and leadership

> This report is comprehensive in describing a profile in depth and contains some questions for the respondent to ask themselves about team performance

> Report structure:

  o Introduction

  o Your FIRO-B results

  o Interpretation of your FIRO-B results

  o Patterns

  o Your career development

  o Improving your team effectiveness

  o Leadership

> This report is available in Danish, Dutch, English, French, German and Swedish

FIRO-B Profile Report and Interpretative Report for Organisations (bundle):

These two reports are available as a bundle at a reduced price.

MBTI and FIRO-B Leadership Report:

This 16-page report is a comprehensive guide to use with leaders who are exploring their leadership and communication style.

Together, the two instruments complement each other and provide rich information to use within a personal, ongoing leadership development programme.

> Includes an assessment of the respondent's interpersonal relations, including how they work with groups and other leaders.

> Analyses how a leader engages with and influences their organisational culture.

> Evaluates how the leader deals with change and stress.

> Includes a suggested action plan for ongoing leadership development.

> There is a Coach's Guide to the Leadership Report using FIRO-B and MBTI Instruments booklet available to buy which provides extensive information on the use of the FIRO-B and MBTI Leadership Report, and how this can be most effectively used in coaching engagements.

> Report structure:

> Introduction

> Overall leadership orientation

> Basic interpretation of your FIRO-B results

> Basic interpretation of your MBTI results

> Interpersonal relations

> Working with groups and other leaders

> Power and organisational culture

> Dealing with change and stress

> Action plan

This report is available in English.

FIRO Business reports

FIRO Business generates a choice of two reports: a short profile report and a more comprehensive leadership report.

FIRO Business Profile Report:

> Five-page report

> Provides descriptions of the three fundamental dimensions of interpersonal needs

> The respondent's FIRO Business scores in the areas of Involvement, Influence and Connection presented in easy-to-understand bar charts

> A description of the behaviours associated with each of the individual and total need areas.

> Available in English

FIRO Business Leadership Report:
This 13-page report has qualitative rather than quantitative content. This makes it accessible for the end user, but the profile report is also needed if the scores are required (both are available as a bundle).

> Contains separate sections on relating to co-workers, relating to managers, relating to direct reports, handling negotiation and conflict, making decisions and setting priorities.

> Each section covers the individual's preferred approach, possible challenges and developmental stretches.

> A final section guides the respondent to further analyse their leadership effectiveness and to create a development action plan.

> There is a FIRO Business Leadership Report User's Guide available to buy, which helps the practitioner to understand how each statement in the report has been generated and gives the practitioner useful tips on working with their client using this report.

> Report structure:

> o Introduction

> o Relating to your co-workers

> o Relating to your manager

> o Relating to your direct reports

> o Handling negotiation and conflict

> o Making decisions and setting priorities

> o Next steps

> This report is available in English

FIRO Business Leadership and Profile Report (bundle):
These two reports are available as a bundle at a reduced price.