



FIRO®

FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION™

Work out personality differences fast and unlock potential in your business

The FIRO® (Fundamental Interpersonal Relations Orientation™) instrument is a powerful tool that helps people to understand the motivations underlying behaviour, and the impact this has on other people. Its simple but profound framework is the best way to rapidly identify challenges that may be limiting a team's or individual's progress.

Fast and accessible FIRO can deliver rapid results to remove the obstacles to business success created by differences in interpersonal needs. Focusing on the behaviours you express and those you hope to receive back, it quickly reveals how improvements can be made to communication, managing others, planning, decision-making and managing conflict or change – making it ideal for individual or team coaching.

There are two versions to choose from:

- > **FIRO-B®**, the classic, heritage tool with the widest range of supporting materials
- > **FIRO Business**, which uses more accessible business language and can be applied cross-culturally

FIRO-B terms	FIRO Business terms
Inclusion	Involvement
Control	Influence
Affection	Connection

Quickly identify and resolve the interpersonal relationship issues that are holding your business back, allowing it to go from strength to strength.

“ The FIRO-B is a ‘safe’ framework to achieve some very deep insights into team dynamics, helping teams enhance trust and openness between members so that they work towards common goals much more effectively. ”

Lisa Gresty, Organisational Development Practitioner, Mid-Cheshire NHS

Benefits

- > Quickly resolve interpersonal challenges with this fast and accessible tool
- > Rapidly break down the barriers to business success that personality differences can cause
- > Troubleshoot interpersonal relationships by understanding individual needs, wants and behaviours, and their impact on others
- > Get to the heart of people with individualised insights that really resonate
- > Enhance management potential by empowering individuals to make conscious choices from a repertoire of different styles

Key features

- > Provides an insightful gauge of interpersonal needs, wants, relationship styles and behaviour
- > Identifies differences between the way you treat others, and the way you like to be treated yourself
- > Resolves issues around management style, team dynamics, relationships and culture, making it perfect for coaching
- > The FIRO-B and MBTI® tools can be combined to show leaders how interpersonal behaviour affects the expression of type

Applications

- > Team development
- > Leadership development
- > Communication
- > Conflict management
- > Coaching
- > Improving working relationships
- > Stress management



unlocking potential



Easy online administration

OPP's online administration platform OPPassessment provides a quick, convenient way to administer the FIRO tool and to generate reports with scores and interpretation.

Unique relationship gauge



Interpretive Report for Organisations

Acts as the basis for the first feedback session, giving FIRO-B scores along with in-depth analysis and insights into job satisfaction, teamwork and leadership skills

IMPROVING YOUR TEAM EFFECTIVENESS

7	8	2	
5	6	4	

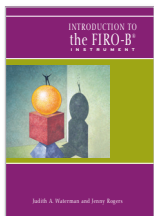
How effective you are as a member of a team or an organisation is partly a function of how flexible you are. Your interpersonal needs may lead you to certain patterns of behaviour that are currently limiting your potential effectiveness. Although it is necessary to find ways to express your needs, you may be able to increase your effectiveness if you do not engage in those patterns exclusively. The questions below may help you become more flexible.

FIRO-B Profile Report

Gives individual FIRO-B scores only, for more experienced practitioners

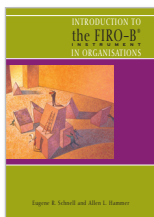
FIRO-B and MBTI Leadership Report

Allows practitioners to capture the combined power of two tools to help leaders make significant improvements to their performance



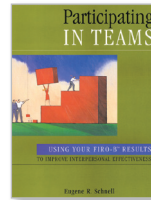
Introduction to the FIRO-B Instrument

Helps to interpret score combinations in detail, and describes how they translate into real behaviour



Introduction to the FIRO-B Instrument in Organisations

Unlocks the power of FIRO-B with practical applications, looking at how interpersonal needs and wants affect team dynamics and performance in the workplace



Participating in Teams

Helps you become a better team player, with practical exercises that bring scores to life and demonstrate how you function within a team and how to improve



FIRO Business Leadership Report

Identifies existing communication styles and interpersonal dynamics that affect leadership success, helping people to overcome or prevent problems



FIRO Business Leadership Report User's Guide

Acts as a step-by-step accompaniment to the Leadership Report, with insider tips and hints for practitioners



Introduction to the FIRO Business Instrument

Helps leaders apply their learning about FIRO Business to real interactions, with analysis of how all score combinations can be expected to behave, not just their own

“ The FIRO questionnaire was very valuable. It helped me to understand myself and my colleagues better, what makes different people tick, and that we don't place the same importance on the same things. ”

HR Manager at an accountancy firm

Language availability

OPP provides FIRO assessments and reports in many languages, and is continually expanding this availability. Please visit www.opp.eu.com/languages for details.

FIRO qualification training

Successful delivery and the provision of feedback on FIRO assessments requires a foundation level of knowledge and support. FIRO practitioner training is available to anyone, and is a pre-requisite for purchasing and using FIRO reports.

- 2 days > FIRO Qualifying Programme**
No previous experience necessary
- 1 day > Using the FIRO-B Instrument with Teams**
For qualified practitioners

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