



HUMAN CAPITAL ADVISOR



Fundamental Interpersonal Relations Orientation (FIRO)

Knowing your needs to achieve your goals

OVERVIEW

The Fundamental Interpersonal Relations Orientation (FIRO) 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.

Only by knowing our true needs and wants can we be successful...

The FIRO preference 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

POPULARITY

- 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.

WHAT IT MEASURES

FIRO-B assessment measures interpersonal needs on three scales: Inclusion, Control, and Affection

HOW IT HELPS

- Team Development
- Leadership Development
- Conflict Management
- Stress Management



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