



K. S. SCHOOL OF ENGINEERING AND MANAGEMENT
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DEPARTMENT OF MANAGEMENT STUDIES & RESEARCH CENTRE

LEVERAGING Firo-B tool and Transactional Analysis



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K. S. GROUP OF INSTITUTIONS

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Expert Lecture for 4th Sem HR Students

"Leveraging
FIRO B tool and
Transactional Analysis
for interpersonal
Effectiveness"

Prof. L P Rajan
Speaker

Alumnus of IIMB

Monday

21 August

Start : 9 AM - 12:30 PM

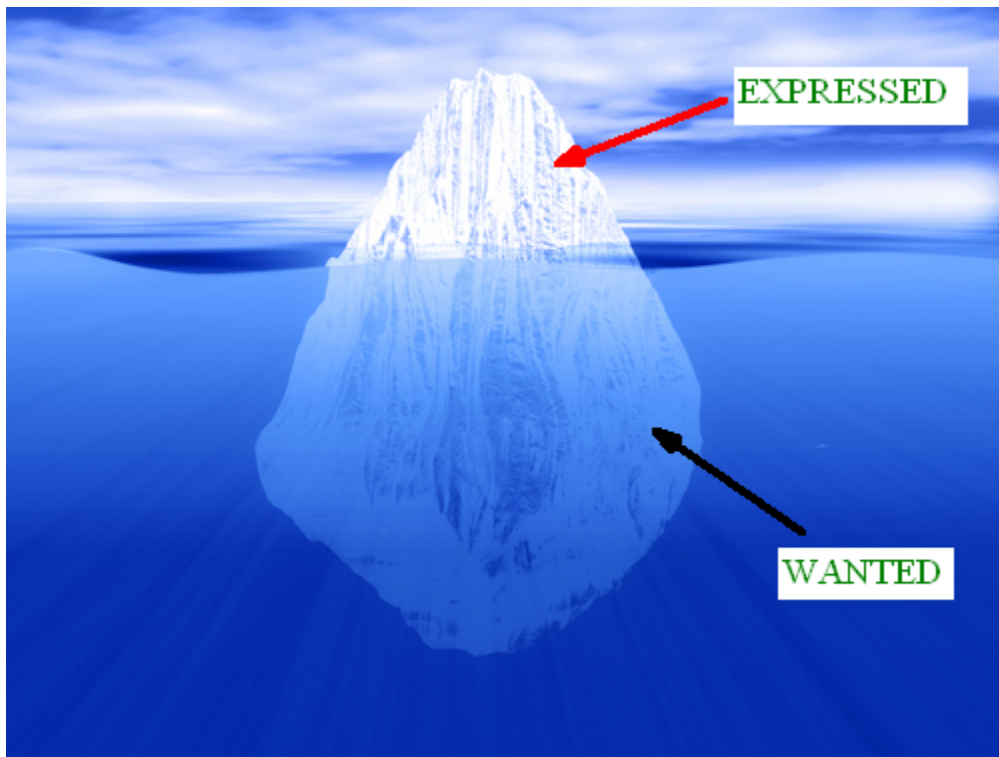
Dr. SHEKAR H S
HOD - MBA

Dr. K RAMANARASHIMHA
PRINCIPAL

FIRO-B® – An Excellent Instrument to Assess Your Interpersonal Behavioral Needs

all human interactions are based on expectations in mind. Simple example – “I expected Govind to invite me for his dinner party and he did. But when there was a dinner part in my house, I didn’t invite him.” Our expectations & actions are different hence “what we want & what we are” is different. If we bring absolute synergy between these two, the world will say ‘There you are!’. FIRO-B® is such a kind of test which brings out the fire within you.

It is easier to say the acronym FIRO-B® than in its whole form – “Fundamental Interpersonal Relations Orientation-Behavior“. This tool assesses how an individual’s personal needs affect that person’s behavior towards other individuals.



FIRO-B®? What is it?

The FIRO-B® instrument was developed in 1958 by Will Schutz for the purpose of establishing high performance teams in the US Military and is often used in several research initiatives, including the prediction of team performance, leadership orientation research, and therapist-client compatibility research. Nowadays, FIRO-B® instrument is often used in the professional development of managers.

As such, the FIRO-B® instrument examines behaviors derived from interpersonal needs in an attempt to increase interpersonal effectiveness and ultimately improve relationships with others (Hammer & Schnell, 2000).

The FIRO-B® measures a person's needs for:

- Wanted Behavior □ – how much a person wants others to initiate action, and how much that person wants to be the recipient
- Expressed Behavior (E) – what a person prefers to do, and how much that person wants to initiate action

As per FIRO-B®, each one of us has some fundamental interpersonal relation needs which is represented as 3 dimensions:

- Inclusion (I) – needs related to forming new relations, recognition, belonging, and participation
- Control (C) – needs that are related to decision making influence, power or dominance, leading, and responsibility
- Affection (A) – needs related to emotional ties, closeness, warmth, and sensitivity

	WANTED	EXPRESSED
INCLUSION	I want other people to include me in their activities and to invite me to belong. I enjoy it when others notice me.	I make an effort to include others in my activities. I try to belong, to join social groups, and to be with others as much as possible.
CONTROL	I feel most comfortable working in well-defined situations. I try to get clear expectations and instructions.	I try to exert control and influence over things. I enjoy organizing things and directing others.
AFFECTION	I want others to act warmly toward me. I enjoy it when people share their feelings with me and when they encourage my efforts.	I make an effort to get close to people. I am comfortable expressing personal feelings and I try to be supportive of others.

Expressed Inclusion Range: 0-9	Expressed Control Range: 0-9	Expressed Affection Range: 0-9	Total Expressed Range: 0-27
Wanted Inclusion Range: 0-9	Wanted Control Range: 0-9	Wanted Affection Range: 0-9	Total Wanted Range: 0-27
Total Inclusion Range: 0-18	Total Control Range: 0-18	Total Affection Range: 0-18	Overall Range: 0-54



About assessment

There are 54 items in the assessment test for which you need to rate in a scale of 1 to 6 that best suited for you. With answer keys provided, you need to get the different boxes filled in above picture. Possible values for each box is 0-9. There are several ways your scores on this questionnaire can be analyzed and interpreted. You can compare your expressed total with your wanted total to determine the extent to which you are willing to give as much behavior as you want to get.

Benefits

- * Career & employee interpersonal skill development
- * Identify incompatibility between members of a team & improve its effectiveness
- * Identifying leadership preferred working styles & leadership development
- * Creating better understanding within the family.

COORDINATOR

HOD-MBA

PRINCIPAL