

Firo B

The Firo-B instrument is based on a theory developed by Will Schutz. He argued that, beyond core physiological needs such as food and shelter, individuals have three basic interpersonal needs that motivate their behaviour:

Inclusion – how much you participate in forming relationships with others.

Control – how much you prefer to be involved in decision-making, control and influence.

Affection - how much rapport and openness you build with others

An individual displays an “Expressed” and “Wanted” need of varying degrees for each area, showing the extent to which they initiate or want others to initiate that behaviour.

This difference between what you want from others and what you express towards others can be the reason behind many complex and difficult relationship issues, which is why when other tools and methods have not been effective, the Firo-B instrument is often the answer. It can identify sources of tension with striking accuracy.

This tool works well in one to one or team settings and is particularly effective within senior teams where personality differences can be an obstacle to achieving goals.

