

Prepared for JANE SAMPLE

February 26, 2004

The FIRO-B® instrument identifies how you tend to behave toward others and how you want them to behave toward you. Your FIRO-B results can help you increase your self-understanding in a number of important areas, including how you handle interpersonal relationships and your own social needs, how others perceive you, and how you see them.

The FIRO-B tool provides information about three fundamental dimensions of interpersonal needs:

INCLUSION

is about recognition, belonging, participation, contact with others, and how you relate to groups

CONTROL

concerns influence, leadership, responsibility, and decision making

AFFECTION

is about closeness, warmth, sensitivity, openness, and how you relate to others

The FIRO-B assessment also indicates your preferences in regard to two distinct aspects of each of these needs areas:

EXPRESSED BEHAVIOR

- How much do you prefer to initiate the behavior?
- How do you actually behave with respect to the three fundamental interpersonal needs?
- What is your comfort level engaging in the behaviors associated with the three needs?

WANTED BEHAVIOR

- How much do you prefer others to take the initiative?
- How much do you want to be on the receiving end of those behaviors?
- What is your comfort level when others direct their behaviors associated with the three needs to you?

This profile reports your results on the expressed and wanted aspects of the three interpersonal needs explored by the FIRO-B tool and includes basic interpretive information for each. As you read through this profile, please consider how the results compare with your own sense of how you interact with others. Results should not be used to make a judgment about whether any behavior or any person is good or bad. You should avoid making major decisions based on the results of only one assessment.

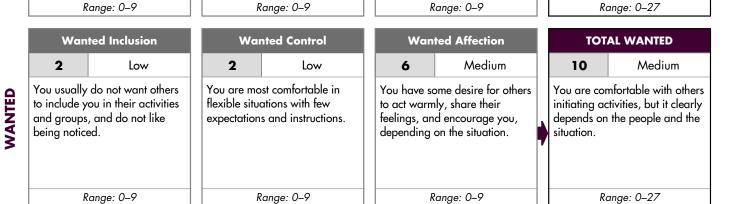


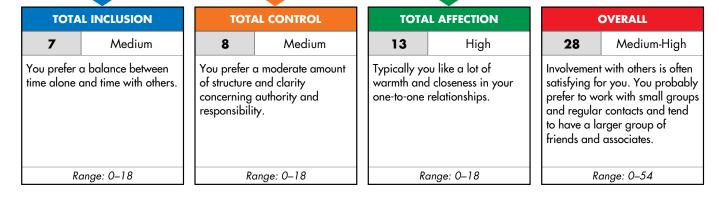
Medium

Your FIRO-B® Results

Below are your scores for both expressed and wanted aspects of Inclusion, Control, and Affection, along with total scores for each dimension.

INCLUSION CONTROL **AFFECTION Expressed Inclusion Expressed Control Expressed Affection TOTAL EXPRESSED** 5 Medium 6 Medium 7 18 High You tend to include others in You control and influence others You typically get close to people You initiate activities with some of your activities, join and and situations to some degree, and are comfortable expressing others, but it clearly depends on organize and direct others at feelings and supporting others. the people and the situation. belong to select groups, and interact with people some of the times, and assume responsibility when appropriate.





For further information on the FIRO-B instrument and reports, refer to Introduction to the FIRO-B® Instrument in Organizations by Eugene Schnell and Allen Hammer, Introduction to the FIRO-B ® Instrument by Judith Waterman and Jenny Rogers, and Participating in Teams by Eugene Schnell, all available from CPP, Inc.

