

Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)

For each statement below, decide which of the following answers best applies to you.

For statements 1 - 16 use this rating scale:

1 Usually	3 Sometimes	5 Rarely
2 Often	4 Occasionally	6 Never

- _____ 1. I try to be with people.
- _____ 2. I let other people decide what to do.
- _____ 3. I join social groups.
- _____ 4. I try to have close relationships with people.
- _____ 5. I tend to join social organizations when I have an opportunity.
- _____ 6. I let other people strongly influence my actions.
- _____ 7. I try to be included in informal social activities.
- _____ 8. I try to have close, personal relationships with people.
- _____ 9. I try to include other people in my plans.
- _____ 10. I let other people control my actions.
- _____ 11. I try to have people around me.
- _____ 12. I try to get close and personal with people.
- _____ 13. When people are doing things together, I tend to join them.
- _____ 14. I am easily led by people.
- _____ 15. I try to avoid being alone.
- _____ 16. I try to participate in group activities.

For statements 17 - 40 use this rating scale:

1 Most people	3 Some people	5 One or two people
2 Many people	4 A few people	6 Nobody

- _____ 17. I try to be friendly to people.
- _____ 18. I let other people decide what to do.
- _____ 19. My personal relations with people are cool and distant.
- _____ 20. I let other people take charge of things.
- _____ 21. I try to have close relationships with people.
- _____ 22. I let other people strongly influence my actions.
- _____ 23. I try to get close and personal with people.
- _____ 24. I let other people control my actions.

- _____ 25. I act cool and distant with people.
- _____ 26. I am easily led by people.
- _____ 27. I try to have close, personal relationships with people.
- _____ 28. I like people to invite me to things.
- _____ 29. I like people to act close and personal with me.
- _____ 30. I try to influence strongly other people's actions.
- _____ 31. I like people to invite me to join in their activities.
- _____ 32. I like people to act close toward me.
- _____ 33. I try to take charge of things when I am with people.
- _____ 34. I like people to include me in their activities.
- _____ 35. I like people to act cool and distant toward me.
- _____ 36. I try to have other people do things the way I want them done.
- _____ 37. I like people to ask me to participate in their discussions.
- _____ 38. I like people to act friendly toward me.
- _____ 39. I like people to invite me to participate in their activities.
- _____ 40. I like people to act distant toward me.

For statements 41 - 54 use this rating scale:

- | | | |
|-----------|----------------|----------|
| 1 Usually | 3 Sometimes | 5 Rarely |
| 2 Often | 4 Occasionally | 6 Never |

- _____ 41. I try to be the dominant person when I am with people.
- _____ 42. I like people to invite me to things.
- _____ 43. I like people to act close toward me.
- _____ 44. I try to have other people do things I want done.
- _____ 45. I like people to invite me to join their activities.
- _____ 46. I like people to act cool and distant toward me.
- _____ 47. I try to influence strongly other people's actions.
- _____ 48. I like people to include me in their activities.
- _____ 49. I like people to act close and personal with me.
- _____ 50. I try to take charge of things when I'm with people.
- _____ 51. I like people to invite me to participate in their activities.
- _____ 52. I like people to act distant toward me.
- _____ 53. I try to have other people do things the way I want them done.
- _____ 54. I take charge of things when I'm with people.

Scoring Key

To derive your interpersonal orientation scores, refer to the table below. Note that there are six columns, each with items and keys. Each column refers to an interpersonal need listed in the chart at the bottom of the page. Items in the column refer to question numbers on the questionnaire; Keys refer to answers on each of those items. If you answered an item using any of the alternatives in the corresponding key column, circle the item number on this sheet.

When you have checked all of the items for a single column, count up the number of circled items and place that number in the corresponding box in the chart. These numbers will give you your strength of interpersonal need in each of the six areas. The highest possible score is 9. The lowest score is 0.

Expressed Inclusion		Wanted Inclusion		Expressed Control		Wanted Control		Expressed Affection		Wanted Affection	
Item	Key	Item	Key	Item	Key	Item	Key	Item	Key	Item	Key
1	1-2-3	28	1-2	30	1-2-3	2	1-2-3-4	4	1-2	29	1-2
3	1-2-3-4	31	1-2	33	1-2-3	6	1-2-3-4	8	1-2	32	1-2
5	1-2-3-4	34	1-2	36	1-2	10	1-2-3	12	1	35	5-6
7	1-2-3	37	1	41	1-2-3-4	14	1-2-3	17	1-2	38	1-2
9	1-2	39	1	44	1-2-3	18	1-2-3	19	4-5-6	40	5-6
11	1-2	42	1-2	47	1-2-3	20	1-2-3	21	1-2	43	1
13	1-2	45	1-2	50	1-2	22	1-2-3-4	23	1-2	46	5-6
15	1	48	1-2	53	1-2	24	1-2-3	25	4-5-6	49	1-2
16	1	51	1-2	54	1-2	26	1-2-3	27	1-2	52	5-6
Score		Score		Score		Score		Score		Score	

Place your scores from the above table in the table below. Add the rows and columns.

	Inclusion	Control	Affection	
Expressed Behavior				_____
				Total Expressed
Wanted Behavior				_____
				Total Wanted
	_____	_____	_____	_____
	Total Inclusion	Total Control	Total Affection	Social Interaction Index