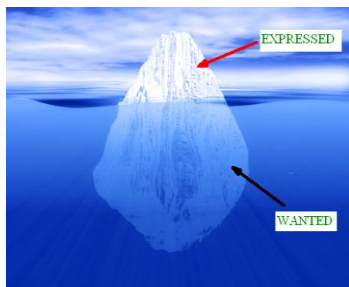




### *Learning Outcomes*

Help people understand their interpersonal needs and how those needs influence their communication style and behavior



# Enduring Relationship

*"Ignite Potential"*



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## Catalyst for positive behavioral change

Potential Genesis HR Services LLP has Certified FIROB Trainer from CPP.

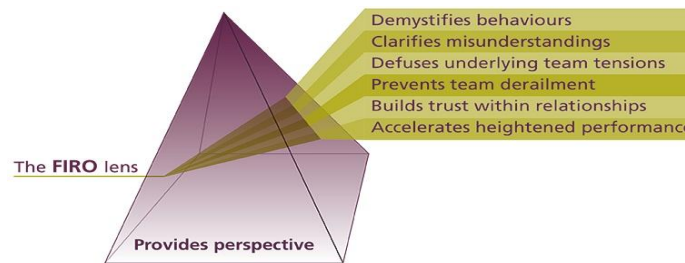
The groundwork for building effective and successful working relationships:

The FIRO (Fundamental Interpersonal Relations Orientation) instrument helps repair broken relationships and takes good, functional relationships to a higher level. It is the key that unlocks the potential in workplace interactions.

FIRO's accessible and universally applicable framework reveals how individuals can shape and adapt their individual behaviours, influence others effectively and build trust among colleagues. It is an excellent resource for coaching individuals and teams about the underlying drivers behind their interactions with others.

### FIRO: managing relationships in the workplace

Relationships are important. They are an inevitable part of life, and yet can be a potential source of tension in organisations. In the workplace, performance, delivery and efficiency are required, often from a team of mere acquaintances. To achieve high performance, teams need to operate on trust and a solid foundation of good working relationships. The FIRO instrument targets this need, identifying the drivers underlying the behaviours that shape relationships for individuals and teams within an organisation.



The FIRO 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

		NEEDS		
		Inclusion <small>Being part of a group, recognition</small>	Control <small>Influencing the situation, leading, responsibility</small>	Affection <small>Being close with individuals, rapport</small>
BEHAVIORS	Expressed <small>What you tend to do, how much you initiate this behavior with others: observable action</small>	eI <b>This is your Expressed Inclusion score</b>	eC <b>This is your Expressed Control score</b>	eA <b>This is your Expressed Affection score</b>
	Wanted <small>How much you tend to want others to initiate this behavior with you; how much you prefer to be the recipient</small>	wI <b>This is your Wanted Inclusion score</b>	wC <b>This is your Wanted Control score</b>	wA <b>This is your Wanted Affection score</b>

### Applications

- Building trust
  - Coaching
  - Communication
  - Conflict management
  - Leadership development
  - Building resilience
  - Team development
1. Adds a new, complementary perspective to any individual or group development experience
  2. Increases an individual's effectiveness in relationships
  3. Presents a proven framework to propel teams and organisations to high performance

