

FIRO – B Scoring Guide

<i>Expressed Inclusion</i>		<i>Wanted Inclusion</i>		<i>Expressed Control</i>		<i>Wanted Control</i>		<i>Expressed Affection</i>		<i>Wanted Affection</i>	
<i>Item</i>	<i>Key</i>	<i>Item</i>	<i>Key</i>	<i>Item</i>	<i>Key</i>	<i>Item</i>	<i>Key</i>	<i>Item</i>	<i>Key</i>	<i>Item</i>	<i>Key</i>
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	

	Inclusion	Control	Affection	
Expressed Behavior towards others				_____
				TOTAL e
Wanted Behavior from others				_____
				TOTAL w
	_____	_____	_____	SOCIAL INTERACTION INDEX
	TOTAL INCLUSION	TOTAL CONTROL	TOTAL AFFECTION	

1. **Reciprocal Incompatibility** – the match between one person’s expressed behaviour and another’s wanted behaviour.

$| \text{Manager's e-subordinate's w} | + | \text{Subordinate's e-manager's w} |$
 (the above vertical lines mean absolute values, ie., no minus numbers)

Ex: $| 9 - 2 | + | 3 - 8 | = | 7 | + | 5 | = 12$

2. **Originator Incompatibility** – occurs when both people want to initiate in an area or neither wants to initiate.

$(\text{Manager's e-manager's w}) + (\text{Subordinate's e-subordinate's w})$

Ex: $(9 - 4) + (8 - 2) = 5 + 6 = 11$

3. **Interchange Incompatibility** – the extent to which two individuals emphasize the same of different interpersonal needs. Ex: One person emphasizes the need to control while another, the need to express affection...problem is in getting them to the situation similarly.

$| \text{Manager's e+manager's w} | - | \text{Subordinate's e + subordinate's w} |$

Ex: $| 1 + 3 | - | 6 + 8 | = 10$ (ignore negative sign)

NOTE: 6 on any of the above (or greater) is a significant amount of incompatibility
 For *originator incompatibility*, -6 (or greater – minus 7, etc.) indicates apathetic originator incompatibility and +6 indicates competitive originator incompatibility.

- Column total which is highest means this need is being met the least.
- If expressed row total is higher than wanted row total, you are a controller type.
- If wanted row total is higher than expressed row total, you are a passive type.
- Social interaction index (total in box) is a measure of outgoing behaviour, 31 or more is considered high.