



BAAPT WEBINARS
ACCESS ANYTIME, ANYWHERE

PART 1 OF A TWO-PART WEBINAR SERIES

The FIRO-B® and Leadership

PRESENTER: Michael D. Shur

Thursday, January 12, 2012

10:00–11:30am (Pacific Time)

BAAPT Webinars are presented LIVE with Q&A, and are recorded for anytime, anywhere access

FIRO-B® stands for *Fundamental Interpersonal Relations Orientation-Behavior* and was developed by William Schutz in 1958, who first used the FIRO-B® tool to assess how teams performed in the US Navy.

The **FIRO-B®** is an assessment tool used to help individuals and teams better understand their preferences in satisfying **three basic social needs**:

- **Inclusion** (*the degree to which one belongs to a group, team or community*)
- **Control** (*the extent to which one prefers to have structure, hierarchy and influence*)
- **Affection** (*one's preference for warmth, disclosure and intimacy*).

For each of these factors, **FIRO-B®** assesses individuals as to:

- *how much they **express** the needs, and*
- *how much they **want** to have the needs expressed to them from others.*

The FIRO-B® assessment data is particularly rich in enabling understanding **individual and team behavior**. By reviewing the assessment information, an individual can gain insight into what kind of teams they prefer to work in, what kind of environment they'd like to work in, and what roles they prefer in the workplace.

If teams take the assessment together, they can compare the extent to which each person's preferences complement or conflict with colleagues. For example, a team member wanting a high degree of inclusion would appreciate and respond well to a manager who invites him/her to various meetings. A team member with a high degree of expressed affection is likely to work well with a colleague who seeks affection and attention.

The FIRO-B® system is a simple and elegant model that particularly assists understanding of team dynamics, greater self-awareness, mutual awareness among team-members and team leadership development.

Our introduction will discuss the assessment itself as well as how to interpret its basic feedback reports. We will also take a look at how FIRO-B can pinpoint ways in which teams can work better together and how they experience and address conflict.

JOIN THIS WEBINAR!

RSVP at <http://baapt011212.eventbrite.com> • BAAPT members **FREE** • Guests **\$30**

[webinar online address will be mailed to you when you RSVP]



Michael Shur, J.D. (ENTP) is an MBTI® Certified Administrator. Mike is a self-admitted Type junkie and Jung addict. He is currently the Talent Development Program Manager at JDSU in Milpitas, CA, and recently ran his own training and coaching company called The Assessment Specialist. His love of and affinity for Type blossomed while he was managing the Myers-Briggs® assessment product line at CPP. He is also qualified to administer and interpret a variety of assessments such as the *FIRO-B®*, *Strong Interest Inventory*, *CPI 260* and *Insights Discovery*. He lives with his wife, Denise and their cat in south San Jose.

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BAAPT WEBINARS
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PART 2 OF A TWO-PART WEBINAR SERIES

Leadership Development Using FIRO-B® and MBTI®

PRESENTER: Michael D. Shur

Thursday, February 16, 2012

10:00–11:30am (Pacific Time)

BAAPT Webinars are presented LIVE with Q&A, and are recorded for anytime, anywhere access

FIRO-B® stands for *Fundamental Interpersonal Relations Orientation-Behavior* and was developed by William Schutz in 1958, who first used the FIRO-B® tool to assess how teams performed in the US Navy.

How Do You Become a Better Leader?

Using the MBTI® together with FIRO-B® assessments can help people discover their leadership strengths and potential blind spots as well as get suggestions about building their personal leadership skills program.

How Do You Use Power to Influence Your Organizational Culture?

The **Leadership Report** combines the results from the MBTI® and the FIRO-B®. Together, they show key areas of personality and behavior – communication, problem solving, and interpersonal relations. The report is rich with details on leadership style. We will learn about leadership style in the context of interpersonal relationships, teams, and organizational culture, as well as how people can use this information to increase their influence in an organization.

An Action Plan Improves Leadership Effectiveness

The report has a personal action plan based upon individual results. Anyone can use these concrete suggestions to improve leadership effectiveness. In our webinar we will review the Leadership Report as well as how it can be used as part of a powerful development plan for a business or community leader.

JOIN THIS WEBINAR!

RSVP at <http://baapt021612.eventbrite.com> • BAAPT members FREE • Guests \$30

[webinar online address will be mailed to you when you RSVP]



Michael Shur, J.D. (ENTP) is an MBTI® Certified Administrator. Mike is a self-admitted Type junkie and Jung addict. He is currently the Talent Development Program Manager at JDSU in Milpitas, CA, and recently ran his own training and coaching company called The Assessment Specialist. His love of and affinity for Type blossomed while he was managing the Myers-Briggs® assessment product line at CPP. He is also qualified to administer and interpret a variety of assessments such as the *FIRO-B®*, *Strong Interest Inventory*, *CPI 260* and *Insights Discovery*. He lives with his wife, Denise and their cat in south San Jose.