

Anahat Organisation Development Consultancy Pvt. Ltd.

FIRO-B® and FIRO Business® Certification Program

Fundamental Interpersonal Relations Orientation® Certification Program prepares you to use and interpret the FIRO-B® and FIRO Business® instruments. The three-day program is highly interactive and provides many opportunities for you to practice presenting the FIRO® instruments and interpreting results in a variety of situations: with teams and groups, with individuals, and in coaching.

The FIRO® Instruments

The FIRO assessments are based on social need theory: all living things seek equilibrium between their basic needs and getting those needs met. FIRO® helps people understand their interpersonal needs and how those needs influence their communication style and behavior—and in the process improve their personal relationships and professional performance. [Know more](#) about FIRO®.



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

Why should you be interested in FIRO®?

- **Gold standard for Team & Leadership development:** FIRO® framework's powerful insights into the interpersonal relationships help organisations develop team and leaders by focusing on relationships at work.
- **Well researched, reliable and valid:** With over 6 decades of research backing it, the FIRO® instruments have robust reliability and validity. Used by thousands of companies in over 100 countries and 10 different languages every year, FIRO works well with the MBTI® instrument.
- **Easy to use and Administer:** Easy to understand framework, reports that provide insights into individual's interaction with others, short completion time and easy administration make the FIRO-B® instrument a must have in a trainer's and coach's toolkit.

Why get certified?

- You will get access to the FIRO-B® and FIRO Business® instruments
- You will also receive resource materials including books, presentations and videos to help you get started with FIRO®
- You will enhance your expertise as a facilitator of learning Programs, organisational development practitioner and coach

The following programs will be conducted virtually

Duration: 3 days

Dates:

05 - 07 August

04 - 06 November

Program Timings:

9:00 am to 4.30 pm

Enrolment fee:

INR 70,000/- plus GST

Program Details

Anahat's FIRO® Certification Program trains participants how to professionally and ethically administer and interpret the FIRO-B® and FIRO Business® assessments. This three-day certification program provides participants instruction in FIRO Theory, interpreting the reports, using FIRO for team building facilitation and leadership development through coaching.

During the program you will learn:

- How to administer the FIRO-B® and FIRO Business® assessments and use the results to help others understand the impact of their behaviour on others.
- How to use the FIRO® assessments as catalysts for positive behavioural change and to unlock potential in workplace interactions.
- Skills to highlight strengths and blind spots in an individual's approach to relationships and leading others.
- Strategies you can use to guide people and organisations to greater self-understanding and self-awareness, resulting in improved one-on-one and team relationships and more effective leadership.

You will need to pass the assessment at end of the three day program in order to demonstrate adequate understanding of the course material. Upon successful completion of the program, you will be eligible to purchase and use the FIRO-B® and FIRO-Business® assessments and reports through Anahat. You will also receive a certificate from The Myers-Briggs Company Asia Pacific, indicating your eligibility to use the FIRO® instruments.

Who should attend this Program?

- Trainers and Educators
- HR Professionals
- Learning and Development Professionals
- Organization Development Professionals
- Independent Consultants
- Coaches
- Organizational Leaders
- HR Heads
- Relationship Counsellors

About Anahat

Anahat specializes in training and development, and is a distributor of psychometric instruments in India. Anahat's consulting offerings include coaching, OD Interventions and training in the areas of Leadership, Collaboration and Change Management. Anahat has certified more than 2000 people on the use of instruments, such as the MBTI®, FIRO-B®, Strong™ Interest Inventory, Saville Consulting and CPI260™.

About The Myers-Briggs Company

The Myers-Briggs Company, based in California, US, is a world leader in personality, career, and organizational development assessments. CPP is best known as the publisher of MBTI®, FIRO-B®, CPI™ and Strong assessments.



Watch a short clip on FIRO and how it helps teams and individuals become more effective

About the trainers*

CS Mahesh, Founder Director at Anahat and a Master trainer for MBTI® certification Program, has certified over 2000 professionals in the use of psychometric instruments like the MBTI®, FIRO- B®, Strong®, CPI260™, and the Saville Consulting suite of assessments. He is also certified on the EQ-i 2.0



Janaki Venkat, Founder Director at Anahat and a Master trainer for MBTI® certification Program, is an executive coach with over 1000 hours of coaching experience. She is also a Master Trainer for psychometric instruments like the Saville Consulting, FIRO-B®, Strong®, CPI260™ and EQ-i 2.0.



*Please note that either one of Mahesh or Janaki will be the trainer for the Program depending on availability.

Reach out to us for more information on our Programs.

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