

A Brief History of FIRO

FIRO — Fundamental Interpersonal Relations Orientation

1952

Naval Research Laboratory, Washington, DC

Will Schutz creates FIRO theory while on active duty with the US Navy's Systems Coordination Division. He is assigned the task of understanding and improving the performance of "CICs" (Combat Information Centers) teams aboard ships. The result of his research is the original FIRO-Q questionnaire with 60 statements.

1953

Tufts College, Systems Analysis Department

In a study conducted under an agreement with the Navy, FIRO-1 and FIRO-2 questionnaires are developed.

1954–1958

Harvard University, Laboratory of Social Relations

Study conducted under agreement with the Navy, with additional support by the U.S. Department of Health, Education, and Welfare, and the Public Health Service. **FIRO-B** and **FIRO-F** questionnaires developed.

1955

"What Makes Groups Productive" article published in Human Relations. First publication of FIRO theory.

1957

FIRO-B and **FIRO-F** instruments first published.

1958

FIRO: A Three-Dimensional Theory of Interpersonal Behavior book first published.

1959–1964

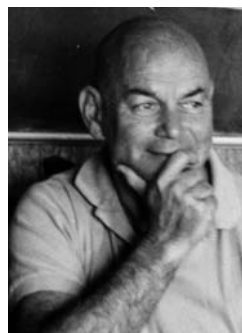
University of California at Berkeley

Study, Procedures for Identifying Persons with Potential for Public School Administrative Positions conducted using FIRO-B, FIRO-F instruments. Developed and used FIRO-based LIPHE, COPE, VAL-ED instruments.

1962

Coping Operations Preference Enquiry, a FIRO Awareness Scale Instrument (COPE) first published.

VAL-ED, a FIRO Awareness Scale Instrument (a measure of educational values), first published.



Will Schutz (1925-2002), creator of *The Human Element*, FIRO® theory and the Elements of Awareness.

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1966

FIRO-B, FIRO-F instruments revised.

FIRO-BC (FIRO-B for children) by William C. Schutz and Marilyn Wood first published.

The Interpersonal Underworld (FIRO, 2nd edition) book published.

1967

JOY, Expanding Human Awareness book published. The book that made encounter groups famous. Applies the FIRO theory to personal, interpersonal and organizational functioning.

Life Interpersonal History Inquiry, a FIRO Awareness Scale Instrument (LIPHE) first published.

MATE, A FIRO Awareness Scale Instrument (Marital Attitudes Evaluation), first published.

1971

Here Comes Everybody book published. FIRO manifested in behavior and feelings toward ourselves and others.

1973

Elements of Encounter book published. Psychological basis of group encounter and theory of group development (FIRO).

1976

FIRO Scales Manual published.

1977

Leaders of Schools book published. FIRO theory applied to school administrators. Based on the study conducted at UC Berkeley in 1959–1964.

1979

Profound Simplicity book published. Basic FIRO dimensions applied to social theory.

1979–83

Feedback Behavior, a FIRO Instrument and Feedback Total, a FIRO Instrument (Behavior, Feelings & Self) published.

1980–83

The Human Element workshop developed.

1982

The Schutz Measures instruments published:

Element B: Behavior

Element F: Feelings

Element S: Self-Concept

Element R: Relationships

Element J: Job

A Trainers Manual for The Schutz Measures published.

1984

Team Compatibility Index, A FIRO Instrument published.

The Truth Option book published. FIRO measures used to increase individual self-awareness.

1986

Guide to Element B: Behavior, a FIRO Manual published.

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Interpretation of Element B: Behavior, a FIRO Manual published.

1987

Conversion of FIRO-B to Element B, a FIRO Manual published.

Guide to Team Compatibility Index, a FIRO Manual published.

Element E: Self-Esteem, a FIRO Instrument published.

Element C: Close Relations, a FIRO Instrument published.

Element W: Work Relations, a FIRO Instrument (*update of Element R: Relationships*) published.

Guide to Element W: Work Relations, a FIRO Guide published.

Concordance Decision Making, a FIRO Product booklet published.

1988

Element O, Organizational Climate Survey, a FIRO Instrument published.

1991

Element T: Openness, a FIRO Instrument published.

1994

The Human Element: Productivity, Self-Esteem and the Bottom Line book published. FIRO theory as used in organizational development work.

Leadership Survey, a FIRO Instrument published. 