

**Scholarship of Teaching and Learning Abstract**  
**Joan E. LeFebvre**  
**WTS 2005-2006**

**Leadership and Interpersonal Dynamics**

LeFebvre developed and presented a half-day workshop (February 7, 2006) to University of Wisconsin – Extension colleagues utilizing the FIRO-B (Fundamental Interpersonal Relations Orientation Behavior), a powerful tool that assesses how someone's interpersonal needs affect their behavior towards other people. The theory behind the FIRO-B instrument is based on the assumption that all human interaction is related to issues surrounding inclusion, control, and affection.

The presentation used the FIRO-B tool along with other learning activities to have participants consider how expressed/wanted inclusion, control, and affection affect their interactions with others. The FIRO-B instrument has the potential (along with others tools and approaches) to increase a person's productivity and reduce conflict.

Objectives of the session are to help people:

- \* Become aware of interpersonal needs
- \* Identify sources, and possible solutions, of conflict with others
- \* Understand and acknowledge the unique contributions of team members
- \* Build more satisfying relationships through increased awareness of interpersonal dynamics
- \* Manage behavior and its results in leadership and support positions

Understanding of self has the potential to help us work more effectively with others. The sessions allows participants to recognize how they come across to others, how and why conflict may develop, and understand how a person might adjust current behavior to increase effectiveness.

Learning activities Included in the session are:

- \* Administration and scoring of the self-scorable FIRO-B instrument
- \* Access to the Introduction to FIRO-B booklet
- \* Opportunity for self-reflection about who contributes to feelings of significance, competence, and lovability
- \* Discussion and diagramming of interpersonal needs addressed at a board meeting
- \* Group grid activity for sorting characteristics into need groups
- \* Use of the IF\*AT forms for identifying descriptors and behaviors for expressed and wanted inclusion, control and affection
- \* Storybooks to illustrate a driving interpersonal need
- \* Self-assessment rubric for applying interpersonal needs to a group leadership role
- \* Video segments from the movie, *Castaway*, to illustrate interpersonal needs

Evaluation of the session comprised an end-of-session survey including retrospective questions plus a six-month follow-up telephone survey with volunteer participants. Forty-seven colleagues from the North District elected to attend the workshop. Fifteen volunteers participated in the follow-up survey conducted six months after the workshop.