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ABSTRACT

This paper integrates the interpersonal model of Schutz (1966) and Schutz's (1978) instrument for evaluating interpersonal relationships, FIRO-B (Fundamental Interpersonal Relationship Orientation-Behavior), with Adler's life tasks and typology. The paper begins with a description of Schutz's Interpersonal model in which Schutz, like Adler, views personality as existing within a social context but sees it as being manifested through the three fundamental interpersonal dimensions of inclusion, control, and affection. The FIRO-B, an assessment instrument designed to measure Schutz's three-dimensional model of interpersonal relationship is also described and psychometric properties of the FIRO-B are discussed. The document shows how Schutz's model supplements Adler's conceptualization of life tasks and typology and how the FIRO-B can be used as a tool for measuring Adlerian life tasks. It also shows how Adler's and Schutz's conceptualizations are similar although not exactly the same. It is concluded that the correspondence between the conceptualizations of Schutz and Adler is sufficient for the FIRO-B to become a useful measuring tool in Adlerian psychology. (NB)

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RELATING ADLER'S LIFE TASKS TO SCHUTZ'S INTERPERSONAL
MODEL AND THE FIRO-B

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RELATING ADLER'S LIFE TASK TO SCHUTZ'S INTERPERSONAL MODEL AND THE FIRO-B

Carlson (1989) challenged readers in his editorial statement "to integrate our ideas and techniques with those of already proven effective methods of other approaches". This paper accepts this challenge by integrating the interpersonal model of Schutz (1966) and Schutz's (1978) instrument for evaluating interpersonal relationships (FIRO-B) with Adler's life tasks and typology.

We will show how Schutz's model supplements Adler's conceptualization of life tasks and typology and how the FIRO-B can be used as a tool for measuring Adlerian life tasks. We also show how Adler and Schutz's conceptualizations are similar although not exactly the same. Nevertheless, the correspondence is sufficient for the FIRO-B to become a useful measuring tool in Adlerian psychology.

Schutz's Interpersonal Model

Like Adler, Horney and Sullivan Schutz views personality as existing within a social context but is manifested through three fundamental interpersonal dimensions: **Inclusion, Control and Affection**. Each of these dimensions involves movement in a direction that brings the person into conflict or harmony with others and reveals the individual's level of social interest.

Inclusion refers to the degree to which a person associates with others. It includes belonging, connectedness and togetherness. In addition it is manifested by a need to be recognized by others. Schutz (1967) considers this construct related to such concepts as attention, acknowledgement, prominence, recognition and prestige. According to Schutz, in order to be a distinct person one must find a place within the social context of family, friends and community.

The movement along Schutz's Inclusion dimension relates inversely to Horney's concept of moving away from people. Moreover, Schutz's meaning of the term Inclusion appears related to Adler's first life task - **FRIENDSHIP**.

Control refers to the extent to which a person assumes responsibility and makes decisions with regard to a place within the community. Control is that aspect of the personality that the individual assumes, more or less, in order to establish a place. According to Schutz (1967), control is related to decision making. It involves the power and influence that can exist over another. Expressions of extreme control are related to Horney's concept of "moving against people". Control, however, does not have to be overt, it can be manifested as the "power behind the throne". This variable relates to Adler's second life task - **WORK**.

The third concept in Schutz's interpersonal model is Affection. This variable refers to an intimate dyadic relationship. While inclusion measures the degree to which one desires involvement with a number of persons, affection is the degree to which a person is willing to become emotionally involved with another person. This concept is somewhat similar to Horney's "moving towards" and relates to Adler's third life task - INTIMACY.

The FIRO-B

The FIRO-B is an assessment tool developed from Schutz's model of interpersonal relationship. The title is an acronym for Fundamental Interpersonal Relationship Orientation - Behavior. The FIRO-B measures Schutz's three-dimensional model of interpersonal relationship: Inclusion, Control and Affection. The test consists of 54 items expressed in an innocuous manner and most test takers are not threatened by the items. The FIRO-B usually takes about ten minutes to administer and not much more time for the experienced examiner to score. Thus, the instrument is both easy to administer and score. In addition, it has the versatility to be used to measure individuals, marital partners and groups.

Each variable in the FIRO-B expresses movement on a scale from 0 to 9. High scores 7,8,9, or low scores 0,1, and 2 are extreme and indicate exceptional expressions of the variables. Only a small percentage of the respondents have such extreme scores. According to Ryan (1970) extreme scores indicate a compulsive quality in the expression of any of these three variables.

In the FIRO-B each of Schutz's three dimensions, Inclusion, Control and Affection can be further divided into Expressed (E) or Wanted (W). The Expressed scale indicates behavior that is overt and observable. The Wanted scale indicates latent needs which are not directly observable. While expressed behavior is manifested, wanted behavior is related to Adler's concept of the hidden goal.

A summary of the FIRO-B is given in Figure I which shows the three variables of Inclusion, Control and Affection, movement on each variable and the dimensions of expressed and wanted behavior. For more detailed descriptions see Ryan (1970).

Place Figure 1 about here

Psychometric Properties of the Firo-B

The 54 items on the FIRO-B are divided into three 10 point scales of 18 items each. The items of each scale resulted from much preliminary study. Each of the resulting three scales follows a Guttman model i.e. the items are analyzable in descending frequency and each variable measures a unitary dimension. The hierarchy of items for analysis is not the order in which the items appear on the test. The items are arranged in random order for purposes of test administration.

Scales that conform to Guttman's model generally have high reliability and the Guttman reproducibility coefficients for all the scales of the FIRO-B average .94 with a very narrow but high range of .93 to .94. Consequently the FIRO-B demonstrates very high reliability.

Integrating Adler and Shutz

Adler and Schutz are different and we do not propose that their views are the same. We only suggest ways to integrate concepts and strategies and more specifically a test (FIRO-B) in order to show the commonality that can be found. Adler does not need to be "updated". His expressions were clear enough when spoken and written to be contemporary. We only suggest a way to appreciate another contemporary psychologist and his test in light of what Adler has said about personality.

Adler's Typology

Adler (1935) suggested a typology for the purpose of instructing others "... I designate different types, in order, temporarily to classify the attitudes and behavior of individual toward outside problems" (p.6). His underlying purpose for grouping individuals into his four types was based on the "... the degree of their approach to social interpretation and the form of movement which they develop (with greater or lesser activity) to maintain that degree of approach in a manner which they regard as most likely to achieve success," (p.8). Adler used two variables in the construction of his typology, namely degree of social interest and amount of activity used by the individual to reach his private goal. He characterized the first three types as **ruling**, **getting** and **avoiding**. The fourth type of individual was seen as flexible and able to use greater or lesser amount of activity for a solution to problems in a manner that respects the rights of others.

Place Figure 2 about here

Adler used a four cell model for his construction of personality types. Schutz on the other hand organized each of the three dimension - Inclusion, Control and Affection according to extreme amounts of activity. Thus, an individual can exert too much or too little control, inclusion, affection as he/she interacts with others. The middle range of Schutz's model, scale values of 3-5 demonstrate the flexibility similar to Adler's fourth type. An individual who is fulfilling the life tasks of friendship, work, or marriage must be flexibility in the amount of activity spent to balance private desires with the common good.

Movement:

Adler and Schutz seem to have identified similar constructs in developing their theories of personality although their terminology is different. Both view the process of movement as essential. Schutz, however, emphasized movement as occurring in and out with respect to Inclusion, from top to bottom with respect to Control, and near and distant with respect to Affection. Adler did not set up a polarity for each of his life tasks as Shutz did with his three dimensions.

Social Interest:

Schutz did not use the term "social interest" instead he used the concept of "Joy". Joy is defined as interpersonal joy i.e. a satisfying flexible balance between ourselves and other people in each of the three dimensions of Inclusion, Control and Affection. The emphasis is on balance rather than extremes, with enough personal contact to avoid isolation but with enough aloneness to avoid enmeshment. Reverence for some solitude to keep company with oneself. Comfort with and without people and the flexibility to enjoy each state and move comfortably between them. Sufficient control to determine one's future and the ability to relinquish control to teach, support, guide and learn together with the ability to lead or follow as determined by circumstances.

In conclusion we suggest some ways that Adler and Shutz are similar in their views.

1. Schutz's measuring tool the FIRO-B has ratings on all three scales that provide measures similar to Adler's concept of active-passive movement.
2. Adler's "Avoiding", "Ruling" and "Getting" types can be located on the extreme ends of the Inclusion, Control and Affection scales respectively on the FIRO-B in both active and passive forms.
3. Schutz's concept of "Joy" is similar to Adlers notion of Social Interest. Schutz (1967) suggests some statements that are compatible with Alder's concept of social

interest. " The primary source of `joy' is people". (p. 131) and "We achieve interpersonal balance in each of these areas [Inclusion, Control, and Affection] between ourselves and others". (p.21).

We encourage more investigations of Schutz by readers and also the application of the FIRO-B scales. There is a "family" of these scales that can be utilized in a variety of settings with individuals, couples, families and organizations.

FIGURE 1

INCLUSION This variable measures general social orientation and the degree to which a person associates with and feels comfortable around others.

Low 0 1 2 3 4 5 6 7 8 High 9

-
- | | | |
|-----|-----------------------------|--|
| (e) | Uncomfortable around others | Comfortable in social situations |
| (w) | Selective about associates | Strong need to belong and to be accepted |

CONTROL This variable measures the extent to which a person assumes responsibility, makes decisions and dominates others.

Low 0 1 2 3 4 5 6 7 8 High 9

-
- | | | |
|-----|-----------------------------------|--|
| (e) | Avoids decisions & responsibility | Assumes leadership & responsibility |
| (w) | Does not want to be controlled | Accepts control and abdicates responsibility |

AFFECTION This variable measures the need for deeper relationships rather than superficial ones.

Low 0 1 2 3 4 5 6 7 8 High 9

-
- | | | |
|-----|--|--------------------------------------|
| (e) | Cautious about close relationships | Ready to become emotionally involved |
| (w) | Very selective about close relationships | Wants others to initiate closeness |

(e) = Manifest and observable behavior
 (w) = Latent and unexpressed needs

FIGURE 2

		SCHUTZ FIRO-B SUBSCALES			ADLER MOVEMENT
		INCLUSION	CONTROL	AFFECTION	
	HIGH	7 - 9	7 - 9 "Ruling"	7 - 9	ACTIVE
FIRO-B RATING	AVERAGE	3 - 6	3 - 6 ----SOCIAL INTEREST----	3 - 6	
	LOW	0 - 2 "Avoiding"	0 - 2	0 - 2 "Getting"	PASSIVE

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