

Johari Window

The Johari Window is a model developed by two psychologists called Luft and Ingham (Luft & Ingham, 1955). They observed that some parts of our behavior or our personality are known to ourselves and others, and some aren't.

As a result, you can draw a two-by-two matrix of four different areas filled with traits and behaviors. It's a simple and useful tool for illustrating and improving self-awareness.

Instructions:

Prepare a personal Johari window for yourself by following these steps:

1. Take a look at the list of adjectives, and choose 5 that you believe best describe you.

Able	Accepting	Adaptable	Bold	Brave	Calm	Caring
Cheerful	Clever	Complex	Confident	Dependable	Dignified	Energetic
Extroverted	Friendly	Giving	Happy	Helpful	Idealistic	Independent
Ingenious	Intelligent	Introverted	Kind	Knowledgeable	Logical	Loving
Mature	Modest	Nervous	Observant	Organized	Patient	Powerful
Proud	Quiet	Reflective	Relaxed	Religious	Responsive	Searching
Self-assertive	Self-conscious	Sensible	Sentimental	Shy	Silly	Smart
Spontaneous	Sympathetic	Tense	Trustworthy	Warm	Wise	Witty

2. Ask at least three people who know you well (colleagues, friends, family members) to also choose 5 that they believe best describe you.
3. Create a Johari window using a 2x2 matrix or use the one below, and populate it accordingly:
 - Any adjectives that appear in both your list and at least one other list are in your 'arena'
 - Any that only you have chosen for yourself are in your 'hidden' area
 - Any chosen for you by someone else, that you didn't choose for yourself, are in your 'blind spot'

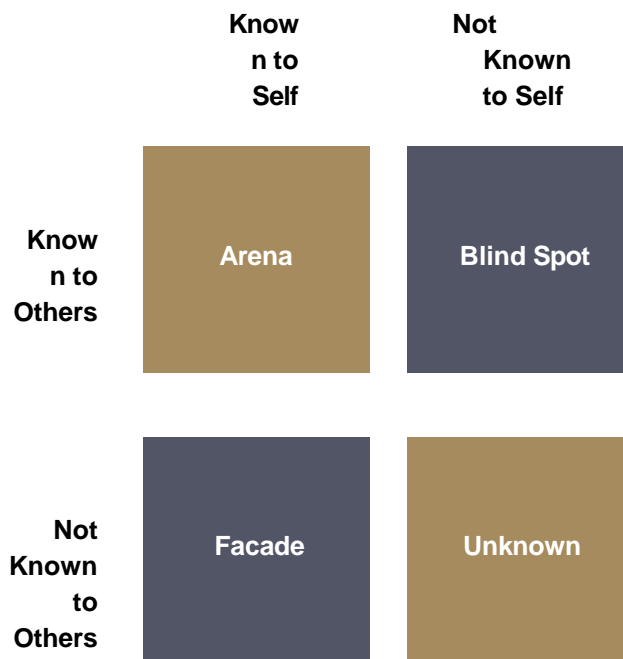
Johari Window:

The Arena – Traits that are known about myself and what others know of me.

The Blind Spot - What others know about me, but I don't.

The Facade Area – Everything I know of myself, but keep to myself.

The Unknown Area – Here are things that neither myself nor others know about me.



4. Note down your reflections after doing this exercise.

- What was it like to take part in this exercise?
- How do you feel about your results? Were there any surprises?
- How would you compare this to the other self-awareness exercises such as strengths finder tools?

References:

- Luft, J., & Ingham, H. (1955). The Johari window, a graphic model of interpersonal awareness. *Proceedings of the western training laboratory in group development*, 246.