

This simple tool can be used to increase self-awareness and improve interpersonal relationships.

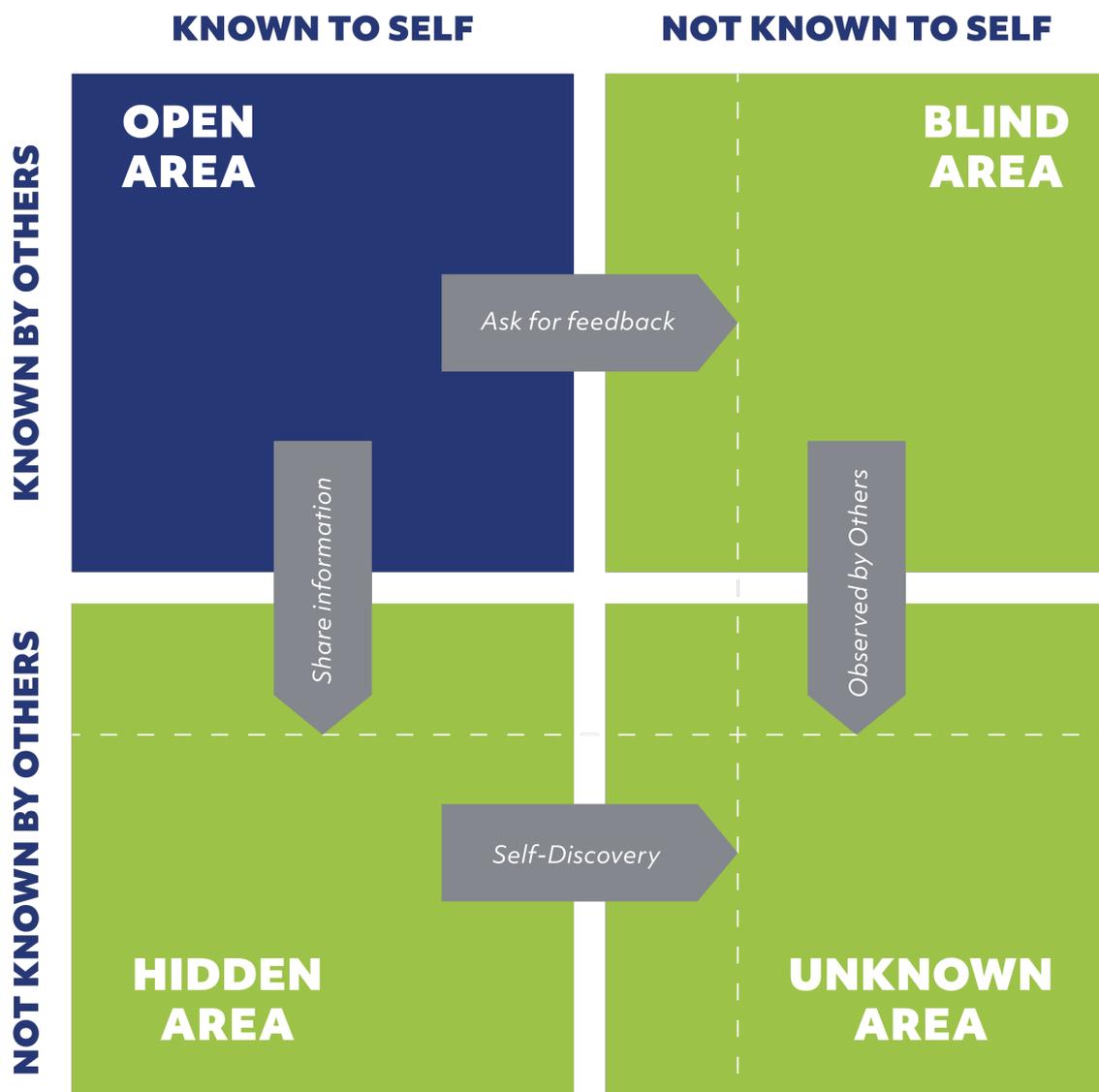
## INTRODUCTION

The Johari Window was developed in the 1950's by two psychologists, Joseph Luft and Harry Ingham, while studying group dynamics. The Johari window remains relevant today as there is a renewed interest and emphasis on emotional intelligence, soft skills, self-awareness, interpersonal and group development.

The Johari Window is based on two principles:

1. **Trust** is built with others when sharing personal information.
2. **Self-awareness** is developed through receiving feedback from others.

The Johari Window is like a window with four panes or quadrants:



1. **Open Area:** Information (behaviours, attitudes, feelings, experience, skills, etc.) known to self and others.
2. **Blind Area:** Information known to others but unknown to self. By inviting feedback, this quadrant can be reduced and thereby increasing self-awareness.
3. **Hidden Area or 'facade':** Information known to self, but unknown to others. Relevant hidden information should be shared or disclosed to others which will lead to an increase of understanding and trust.
4. **Unknown Area:** Information unknown to self and others. Knowledge can be uncovered through self-discovery or observation of others.

The idea is simple: work on increasing the open area. The greater the open area is the more authentic and self-aware one becomes; the more trust is built with others and the more effective and productive one is.

## HOW TO USE THE TOOL

The original exercise:

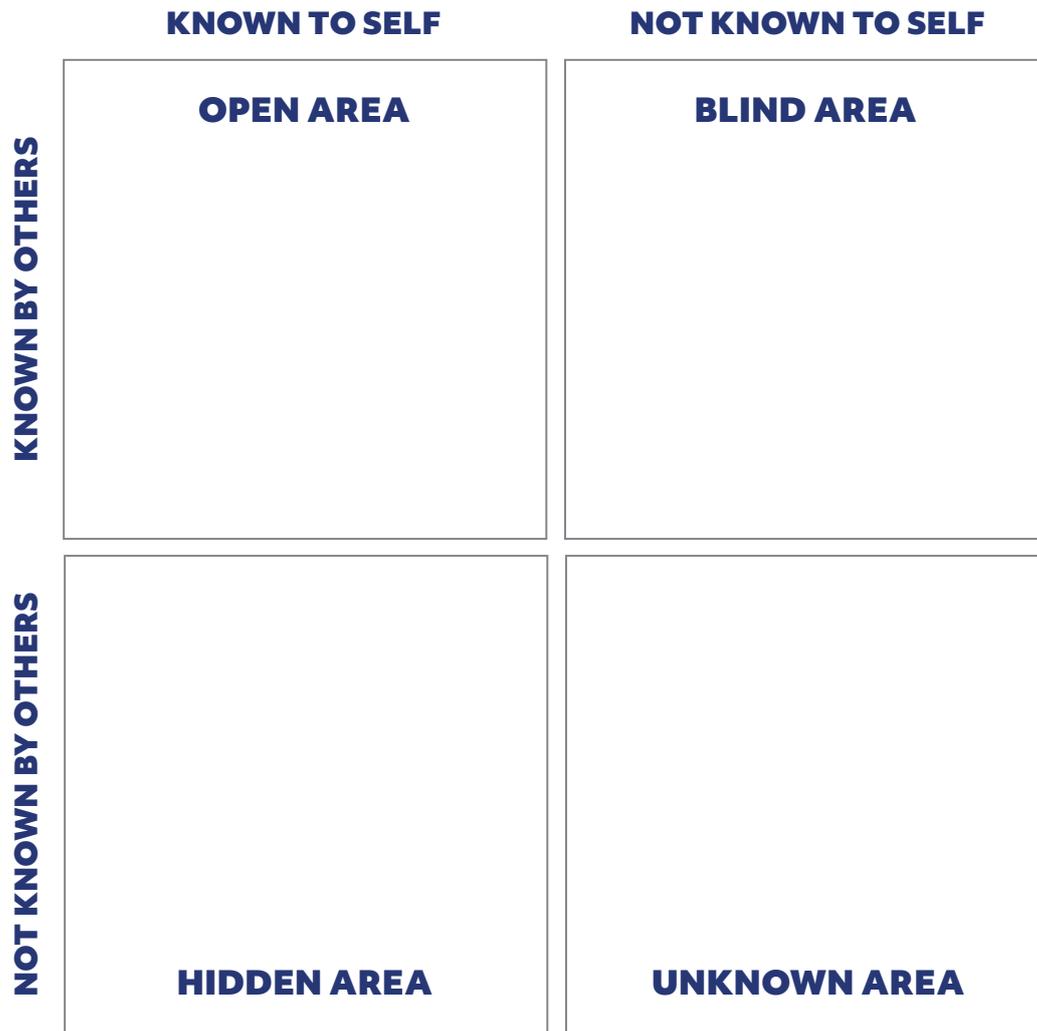
1. **Known to Self:** Information (behaviours, attitudes, feelings, experience, skills, etc.) known to self and others.
2. **Known to Others:** Ask some of your team members to select six adjectives that describe you accurately.
3. Compare this list that you generated with the list that others generated. Complete the Johari Window as follows:
  - a. **Open Quadrant** - adjectives that appear on both lists.
  - b. **Hidden Quadrant** - adjectives that only appear on your list.
  - c. **Blind Quadrant** - adjectives that only appear on the others list.

To maximise your learnings reflect on what you have learnt by completing the Johari Window and discuss it with a mentor.

**Reflecting on strengths and weaknesses:** The same method can be used, but instead of using adjectives reflect on your strengths and weaknesses.

### LIST OF ADJECTIVES

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



**PERSONAL REFLECTION**
