

What is the Johari window?

The Johari Window is a psychological tool used to help individuals better understand themselves and their relationships with others. It was created by psychologists Joseph Luft and Harrington Ingham in the 1950s, hence the name "Johari" which is derived from their first names.

The Johari Window is a visual representation of the different aspects of an individual's personality that are known or unknown to themselves and others. It consists of four quadrants, each representing a different area of self-awareness:

Open or Arena: This quadrant represents the information about oneself that is known to both the individual and others. It includes things like personality traits, behavior patterns, skills, and knowledge.

Blind Spot: This quadrant represents information about oneself that is unknown to the individual but known to others. This may include certain habits, behaviors, or attitudes that others can see, but the individual is unaware of.

Hidden or Facade: This quadrant represents information about oneself that is known to the individual, but not to others. It includes things like personal thoughts, feelings, and experiences that are not shared with others.

Unknown: This quadrant represents information about oneself that is unknown to both the individual and others. It may include things like unconscious motivations, desires, or fears.

The goal of using the Johari Window is to increase the size of the open quadrant by reducing the size of the blind spot, hidden, and unknown quadrants. This can be achieved through self-disclosure, feedback from others, and increased self-awareness. By expanding the open quadrant, individuals can improve their communication and relationships with others and ultimately leading to greater personal growth and development.

How to use the Johari Window?

The Johari Window can be used for a variety of purposes, including personal development, team building, and improving communication skills. Here are some reasons why the Johari Window is a useful tool:

Increased self-awareness: The Johari Window helps individuals to understand their personality, behavior, and attitudes, which can lead to greater self-awareness and personal growth.

Improved communication: By understanding their communication style and how they are perceived by others, individuals can improve their communication skills and build stronger relationships with others.

Enhanced teamwork: The Johari Window can be used in team building exercises to help team members understand each other's strengths, weaknesses, and communication styles, which can lead to more effective collaboration and teamwork.

Conflict resolution: By understanding their blind spots and how they are perceived by others, individuals can identify and address potential sources of conflict, leading to more productive and harmonious relationships.

Personal and professional development: The Johari Window can be used as a framework for personal and professional development, helping individuals to identify areas for improvement and take action to enhance their skills and knowledge.

All this said to let you know that the Johari Window is a powerful tool for increasing self-awareness, improving communication and relationships, and promoting personal and professional growth.

Why use the Johari window for leadership and team development?

Attitude, behavior, and habits are important factors in developing effective leaders and teams, as, they play a critical role in shaping a leader's or team's effectiveness. Here's why:

Attitude: A positive attitude can help leaders and team members stay motivated and focused, even in the face of challenges and setbacks. A negative attitude, on the other hand, can be demotivating and create a toxic work environment.

Behavior: Leaders and team members who exhibit positive behaviors, such as being proactive, taking responsibility, and showing empathy, are more likely to earn the respect and trust of their colleagues. Negative behaviors, such as blaming others, being defensive, or acting unethically, can erode trust and damage relationships.

Habits: Habits are the daily routines and practices that leaders and team members engage in. Effective leaders and teams cultivate habits that promote productivity, efficiency, and success, such as setting goals, prioritizing tasks, and seeking feedback. Habits that are counterproductive or unhealthy, such as procrastinating, avoiding difficult tasks, or neglecting self-care, can hinder success and lead to burnout.

Leadership and team development are therefore all about cultivating positive attitudes, behaviors, and habits, so leaders and teams can build a strong foundation for success and achieve their goals more effectively.

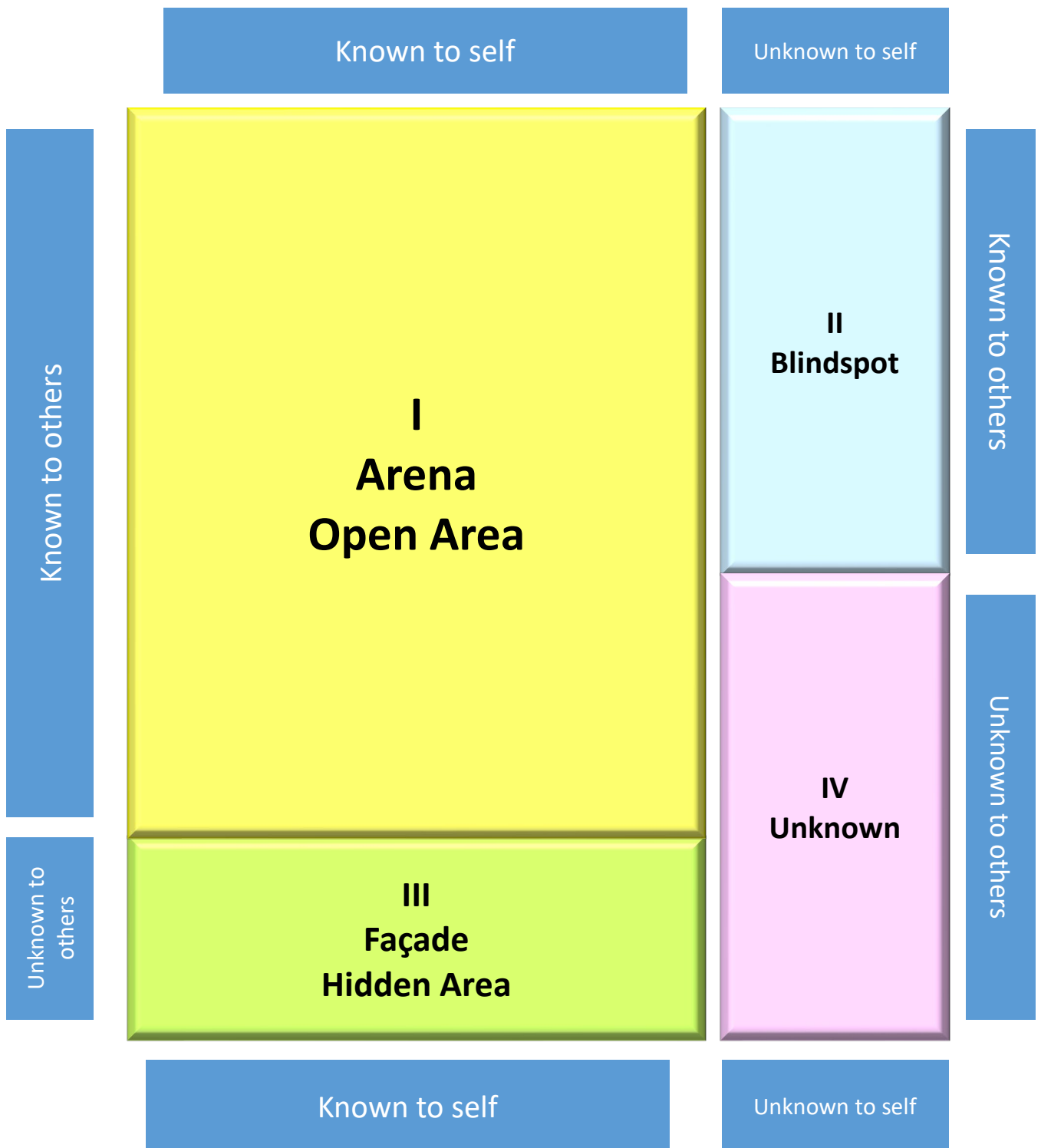
In this work, the Johari Window can be a useful tool because it helps individuals to become more aware of their attitudes toward their work, colleagues, and the organization. By understanding their attitudes, they can work to cultivate positive attitudes that promote success and productivity.

Furthermore, it helps individuals to identify the behaviors that may be hindering their performance or causing issues in the workplace. By becoming more aware of these behaviors, individuals can work to change them and improve their effectiveness.

Finally, the Johari Window also helps individuals to identify their habits that may be contributing to problems or hindering their success. By becoming more aware of these habits, individuals can work to develop new, more effective habits that promote success and productivity.

In addition to helping individuals to become more self-aware, the Johari Window can also be used to improve communication and relationships in the workplace. By understanding how their attitudes, behaviors, and habits are perceived by others, individuals can work to improve communication and build stronger relationships with their colleagues.

Overall, the Johari Window can be a powerful tool for personal and professional development, helping individuals to identify areas for improvement and take action to enhance their skills and effectiveness in the workplace.



What are some tips for using the Johari window?

The Johari window is a powerful tool for team self-awareness, but it also requires work to use it effectively. To get the most out of the Johari window, it is important, to be honest, and respectful when sharing and receiving information. Be open and curious when discovering information. And be supportive when working together. This means celebrating successes, overcoming challenges, and resolving conflicts, as well as trusting and respecting each other.

So, how to use Johari Window. Let's say you're the leader of a project team, and you've noticed that there seems to be some tension between two team members, Charlotte, and Jens, that's affecting the team's overall performance. You suspect that there may be some communication issues that are contributing to this tension, but you're not sure exactly what they are.

To address this, you decide to use the Johari Window with the team. First, you explain the concept of the Johari Window to the team, and then you ask each team member to fill out a grid that represents their own Johari Window, with the four quadrants labeled "Open," "Hidden," "Blind Spot," and "Unknown."

The way to start is to let each of you list some adjectives that describe yourself. Use a list of 56 adjectives that Luft and Ingham suggested or create your own. You find this list at the end of this article. Compare your list with the others' lists and sort the adjectives into the four quadrants.

Then, you start present your Johari window to the others in the team and explain why you chose the adjectives in each quadrant. Be honest and sincere as this build trust. Ask your team members to share their Johari windows and listen to their perspectives. Give and receive constructive feedback and acknowledge each other's strengths and contributions.

As a result of this exercise, you might discover that Charlotte and Jens have some overlapping blind spots, where they both assume that the other person is aware of certain information or expectations, when in fact they are not. This miscommunication is what lead to misunderstandings and frustration, which has been contributing to the overall tension on the team.

Now that you've identified this blind spot, it's time to take action to make improvement. In this case it's the blind spot causing Charlotte and Jens to have the communication issues that are affecting the performance of the team.

Set specific and measurable goals based on your discovery with the Johari window. The aim is to reduce identified blind spots. You might encourage Charlotte and Jens to have a one-on-one conversation to clarify their expectations and ensure that they're on the same page about what's expected of each other.

You might also set up exercises for daily active listening for the whole team and encourage all team members to be more proactive about sharing information and feedback, like set up daily morning check-ins where they share updates and feedback with each other.

Support your team members in achieving their goals and monitor your progress and results. Remember that success is the progressive realization of a worthy goal.

Through this process, you're able to help the team identify and address a blind spot that was causing tension and negatively impacting their performance. By using the Johari Window to improve communication and increase self-awareness, you're able to help the team work more effectively together and achieve better results.

Remember that a common pitfall to avoid using the Johari Window is when team members are resistant to share information about themselves or giving feedback to others. It's important to create psychological safety, a safe and supportive environment where everyone feels comfortable participating.

Finally, emphasize the importance of revisiting the Johari Window regularly to track progress and identify new areas for improvement. This can help the team continue to work on their self-awareness and improve their performance over time.

The Luft and Ingham list of 56 adjectives to be used with the Johari Window. Here are the adjectives:

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|--------------|-------------------|-----------------|
| 1. Able | 9. Complex | 17. Daring |
| 2. Accepting | 10. Confident | 18. Dependable |
| 3. Adaptable | 11. Conscientious | 19. Dignified |
| 4. Bold | 12. Considerate | 20. Diplomatic |
| 5. Calm | 13. Cooperative | 21. Direct |
| 6. Caring | 14. Courageous | 22. Disciplined |
| 7. Cheerful | 15. Creative | 23. Easygoing |
| 8. Clever | 16. Cultured | 24. Efficient |

25. Empathetic
26. Energetic
27. Enthusiastic
28. Faithful
29. Flexible
30. Forgiving
31. Friendly
32. Generous
33. Gentle
34. Gracious
35. Hardworking

36. Helpful
37. Honest
38. Humble
39. Idealistic
40. Imaginative
41. Independent
42. Ingenious
43. Innovative
44. Insightful
45. Intelligent
46. Intuitive

47. Kind
48. Knowledgeable
49. Logical
50. Loving
51. Loyal
52. Mature
53. Modest
54. Objective
55. Open-minded
56. Optimistic

These adjectives can be used to describe aspects of oneself that are known to oneself and others (the "open" quadrant), known only to oneself (the "hidden" quadrant), known only to others (the "blind" quadrant), and unknown to both oneself and others (the "unknown" quadrant) in the Johari Window model.

In conclusion, the Johari Window is a powerful tool for increasing self-awareness and improving communication skills. By exploring our blind spots, hidden areas, and unknown aspects of ourselves, we can enhance our understanding of who we are and how we interact with others. Through active listening, constructive feedback, and ongoing reflection, we can expand our open area and reduce our blind spots, leading to more authentic and meaningful relationships. Developing self-awareness takes time and effort, but the rewards are well worth it. So why not take a step towards greater self-awareness today, and start exploring your Johari Window?