

What Is the Johari Window?

The Johari Window tool is ideal for increasing self-awareness. It focuses on understanding what's visible (or not) to you and others. It's ideal for developing both self and team awareness.

ARENA: Traits and behaviors that both you and others are aware of. It includes anything about yourself that you are willing to share. This area drives clarity and builds trust. Goal: expand this area to develop deeper relationships and trust.

MASK: Aspects about yourself that you are aware of but may not want others to know. It can also include traits that you are not sharing with others without you being aware that you are not sharing. What you may be showing others is a mask that hides your total, authentic self.

BLIND SPOTS: What others perceive, but you don't. Important to note: not valuing your strengths can also be a blind spot. Feedback from others can make you more aware of your development areas but also of the strengths you are not appreciating.

UNCONSCIOUS: What's unknown to both you and anyone else.

Though this matrix has four quadrants, the size of each is not necessarily equal. Each windowpane will vary depending on:

- ✦ How much you share with other people
- ✦ How well others (try to) know you
- ✦ How well you know yourself

You can expand your "Arena" area by:

- ✦ Disclosing more about yourself, thus reducing the "Mask" area
- ✦ Uncovering more about your "Unconscious" area
- ✦ Becoming aware of your "Blind" area

JOHARI WINDOW MODEL

	Known to Self	Unknown to Self
Known to Others	<p>ARENA Public: what you and others know.</p>	<p>BLIND SPOTS Blind self: what others know about you, but you don't see</p>
Unknown to Others	<p>MASK Private: what you share or hide.</p>	<p>UNCONSCIOUS Unknown: neither you nor others know</p>



PARTNER ACTIVITY: Choose a partner before beginning the exercise.

STEP ONE: Self-Assessment

✦ Using the following list choose 5 adjectives that best describe yourself. Be objective and honest.

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

STEP TWO: Assessing Teammates

✦ Once you have finished your own self-assessment, assess your colleague with the same criteria you evaluated yourself. Remember to choose only 5 and be honest and objective.

STEP THREE: Fill in the Johari Windowpanes (Complete for each partner)

- ✦ Meet with the colleague you chose as your partner for this exercise.
- ✦ Compare your list with the list your colleague generated about you.
- ✦ Where an adjective appears on both lists, place it in the Arena Quadrant.
- ✦ If an adjective appears on your list, but not on the colleague's list, place it in the Mask Quadrant.
- ✦ When an adjective appears on your colleague's list, but not on your list, put it in the Blind Spots quadrant.
- ✦ Leave the Unconscious Quadrant blank. As you do more self-discovery, you may become aware of something about yourself that is currently not in your awareness. Once uncovered, put this information in the Unconscious Quadrant. Over time, you will be able to decide what you want to do with the insight.

STEP FOUR: Review & Analysis (Complete for each partner)

- ✦ Compare notes between self and colleague assessment. Share your completed Johari Window.
- ✦ Spend a few minutes discussing the adjectives that appear in the Open Quadrant.
- ✦ Talk about one of the adjectives you selected for yourself, but your colleague did not.
- ✦ Select one of the adjectives your colleague identified, but you did not. Ask your colleague to provide some feedback about this adjective.
- ✦ Discuss any ah-ha moments. Share your thoughts on action items you take away from this exercise.

There are no right or wrong answers. The purpose of this exercise is not to provide a score but to help you become more self-aware.



JOHARI WINDOW WORKSHEET

	Known to Self	Unknown to Self
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Unknown to Others	<p>MASK Private: what you share or hide</p>	<p>UNCONSCIOUS Unknown: neither you nor others know</p>

