

Johari Window

What it is

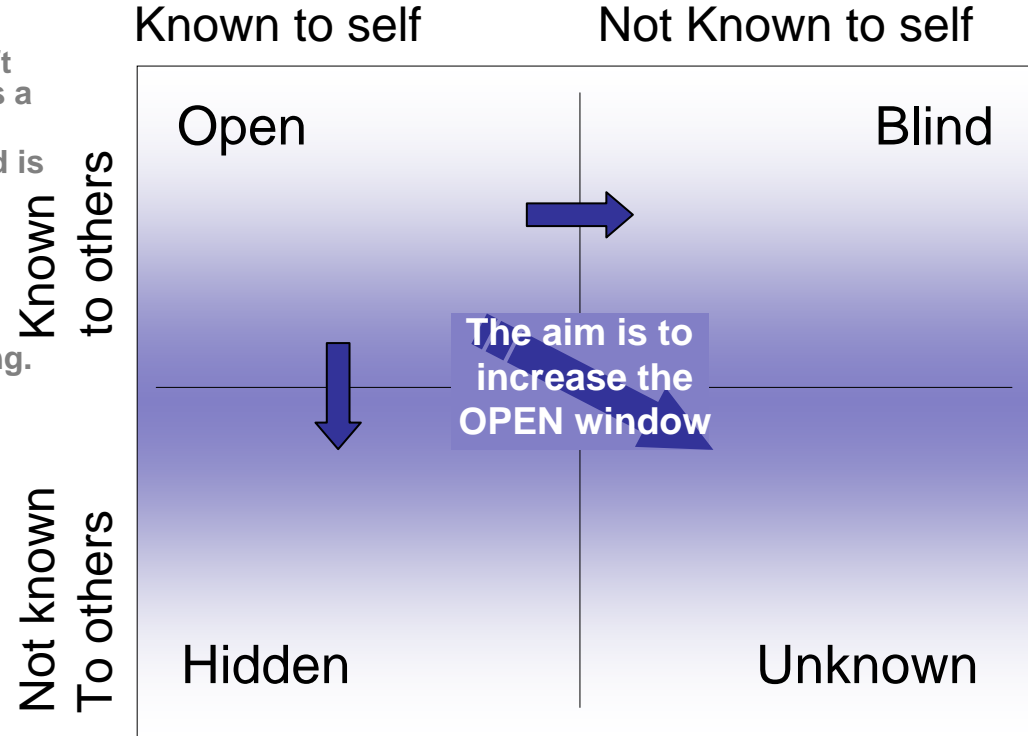
- The Johari window is a tool created by Joseph Luft and Harry Ingram in 1955 in the United States. It is a combination of their first names.
- It describes the process of human interactions and is used to help people better understand their interpersonal communication and relationships.
- It is essentially a model for communication.

When to use it

- Can be used on to increase personal understanding.
- It is used in individual development and team building.

How it helps

- The idea is that through disclosure (sharing observations of the other person, or telling someone something about yourself (fears, motivations, ambitions etc) the OPEN area is increased thus facilitating self understanding and also mutual understanding and increases the opportunity to provide each other with support – thus facilitating development and team work.



The **OPEN** window is behaviours, preferences, options etc that are openly known and talked about - they may be considered either strengths or weaknesses. This is the self that we choose to openly disclose to others.

The **BLIND** window contains things that others observe that we don't know about. Again, they could be positive or negative behaviours, and will affect the way that others act towards us. Learning about these is essential to self development but often not something people feel comfortable in raising.

The **UNKNOWN** window contains things those things that neither others nor ourselves know about us. This may be because we've never exposed those areas of our personality, or because they're buried deep in the subconscious.

The **HIDDEN** window contains aspects of our self that we know about and keep hidden from others.