

Known to Self

Unknown to Self

Known to Others

Unknown to Others

OPEN SELF

Information about you that both you & others know.

BLIND SELF

Information about you that you don't know but others do know.

HIDDEN SELF

Information about you that you know but others don't know.

UNKNOWN SELF

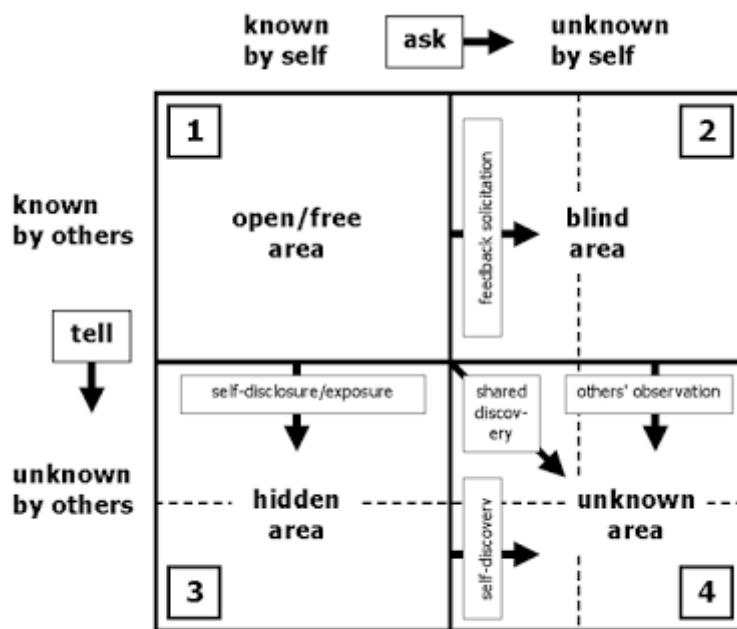
Information about you that neither you nor others know.

Johari window is a psychological tool created by Joseph Luft and Harry Ingham in 1955. It is a simple and useful tool for understanding and training:

- self-awareness
- personal development
- improving communications
- interpersonal relationships
- group dynamics
- team development; and
- inter group relationships

It is one of the few tools out there that has an emphasis on “soft skills” such as behaviour, empathy, co-operation, inter group development and interpersonal development. It’s a great model to use because of its simplicity and also because it can be applied in a variety of situations and environments.

it's working:



4 Quadrants

The Johari window has four quadrants, that represent four combinations:

1. Open Space: Known to you – Known to others

This Open Space is about the behaviour that is known by you and also seen and acknowledged by others. You can communicate about this. Still, it sometimes happens that there is behaviour that is disturbing to the environment, where someone is aware that it is. It isn't always easy to acknowledge when someone is confronted about this by someone else. Patience and caution are important when discussing this behaviour with someone.

2. Blind Spot: Unknown to yourself – Known to others

The Blind Spot can be very difficult to manage, and can cause others to talk about you. This is because they can see something that you don't. Perspiration odour, the frequent use of the same word or continuous pulling of the nose are examples of this. The Blind Spot can also occur in the working environment. Someone can be unaware of the fact that he works slower than his colleagues. Others are aware of this, however, which can cause certain irritations. If feedback is not given properly to another, he will stay stuck in his old behavior and is likely to fall outside the group.

3. Hidden Area: Known to yourself – Unknown to others

In the Hidden Area, people can keep certain information to themselves and not share it with others. The office clerk can keep hidden from his colleagues that in his free time he is a jazz guitarist. The Hidden Area can also be unknown to a limited number of other people. The same office clerk may have a good colleague with whom he does share his hobby, making it a subject for communication. In that case, this Hidden Area slowly shifts to Open Space.

4. Unknown Area: Unknown to yourself – Unknown to others

No communication exists about this Unknown Area. Purely because of the fact that both parties are unaware of it, which means it won't become the subject of discussion.