

Johari's Window (1955)

Taking its name from the originators, two psychologists - Joseph Luft and Harrington Ingham, the Johari Window describes behaviour relationships and is a useful tool in considering personal development and giving feedback.

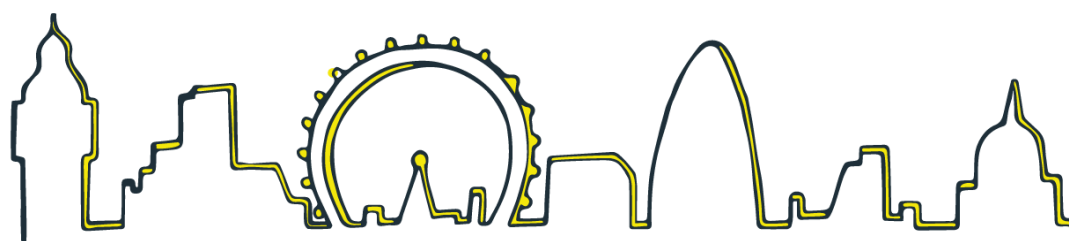
The four quadrants in the window represent different aspects and traits of a person. Each considers feelings, motivations, attitudes, experiences, views and intentions which represent information about the self.

Whilst the diagram suggests all four areas are the same size, this is not the case. Some people are more 'closed' keeping themselves more private and this means that the 'hidden self' and 'unknown self' are larger. Other people are much more open meaning that the 'known self' and 'blind self' are bigger.



The four quadrants are:

- **Hidden self** – also known as secret self – this is what a person knows about themselves and chooses not to share with others. It can be knowledge, fears, dreams and attitudes
- **Known self** – also known as the public self – this is the façade that everyone sees and knows; this is about openness and honesty



- **Blind self** – not known to self but known to others and will often be negative behavioural traits that are not seen as beneficial in relationships. For some, however, it may be positive traits that they choose not to see for reasons of low self-esteem
- **Unknown self** – this is an area unknown to all. This is generally because the individual has not been exposed to certain situations and therefore does not know how they would react or behave

Johari's window is useful in giving feedback as it provides an opportunity to address the blind spot and appropriate feedback can help an individual to become more self-aware and develop areas of 'blindness'.

In terms of personal development, it provides a way of improving self-awareness particularly in terms of group dynamics and relationships. The hidden area is an opportunity for self-development, for stepping outside of the comfort zone to try new behaviours and realise new achievements.

The culture within a department or organisation, as well as the manager's style, will have an impact on the Johari window of oneself. Where relationships are informal and friendly, people are more likely to be open about themselves. Where a working culture is challenging or a blame culture exists, people will become more closed and introverted, feeling vulnerable and unwilling to share themselves.

Reference:

Luft, J.; Ingham, H. (1955). *"The Johari window, a graphic model of interpersonal awareness"*. Proceedings of the western training laboratory in group development. Los Angeles: University of California, Los Angeles.

