## Johari Window

It is a skill to be able to offer self-disclosure in an appropriate way to the situation. The Johari window is a way of thinking about your self-awareness and the awareness that others have about you

▪ What you know or do not know about yourself

▪ What you reveal to others and what others know about you without you being aware of it

The larger the OPEN pane in your Johari Window – the more likely others are to know you, understand you and respond to you in an honest and open fashion.

**Unknown by ME**

**Known by ME**

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| **OPEN Pane**  The things ***I know*** about myself and reveal to others  My public personality includes things like my gender, height and approximate weight, or other messages that I intentionally disclose to people.  **Expand through feedback**  **Expand through disclosure** | **HIDDEN Pane**  The things that ***I keep to myself***  Might include my favourite brand of chocolate or my very personal preferences. I can reduce my HIDDEN pane by sharing these parts of myself with others (disclosure) because if I hide too much, I could come over as secretive and people may not trust me. |
| **BLIND Pane**  The things **you *know about me*** but ***I am unaware*** of (“Bad breath” quadrant)  The advantage of having friends is that they tell me things that extend my open pane, which shrinks my BLIND pane. | **UNKNOWN Pane**  The things ***neither of us know*** about me but can affect our relationship  We are richer and more complex than what we are others know. From time to time, something from our unconscious is felt, read, heard or dreamed – then we “know” what we have never “known” before. |

**Known by YOU** **Unknown by YOU**

The panes in this Johari window are shown as equal, when in fact, the relative size of each pane varies between individuals. For example, a very private person might always maintain a narrow OPEN pane, and conversely a strong extrovert might quickly share lots and lots with others. What to do and when Draw up a baseline Johari window now. Then draw up a new window each time you discover something about yourself, either through feedback or disclosure from others, or from a sudden personal insight.

**Create your Johari window**

1. **Populate** your window with what you and others know about you.
2. **Drag the quadrant edges wider or deeper** to show knowledge growth and sharing over time.
3. **Compare your windows over time** to see how your OPEN pane changes.

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| **OPEN pane**  **Known by both of us** | **HIDDEN pane**  **Known ONLY to me** |
| The open area reflects the “open book” area of ourselves: our attitudes, behaviour, motivation, values, way of life. **Record here the knowledge that you and others have of you**. Expand this pane as you disclose and learn more. | The degree to which we share ourselves with others (disclosure) is the degree to which we can be known. **Record here what you freely keep to yourself**. Ask yourself whether sharing that knowledge will benefit your relationships. |
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| **BLIND pane**  **Known to YOU but not to ME** | **UNKNOWN pane**  **Unknown to both of us** |
| When other provide feedback in a supportive, responsible way, and you can take it in that way, you are able to test the reality of who you are and grow in self-awareness. Record here feedback that has given you useful insights | Be open to experiences that seem to reveal something from your subconscious like feelings, reading listening and dreaming. **Record here chance experiences**. |
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**Once you have completed this exercise, ask yourself the following questions:**

▪ What feedback would I like to receive in order to understand where I can develop?

▪ From whom should I receive this feedback?