



## Johari window

### Leadership Dimensions

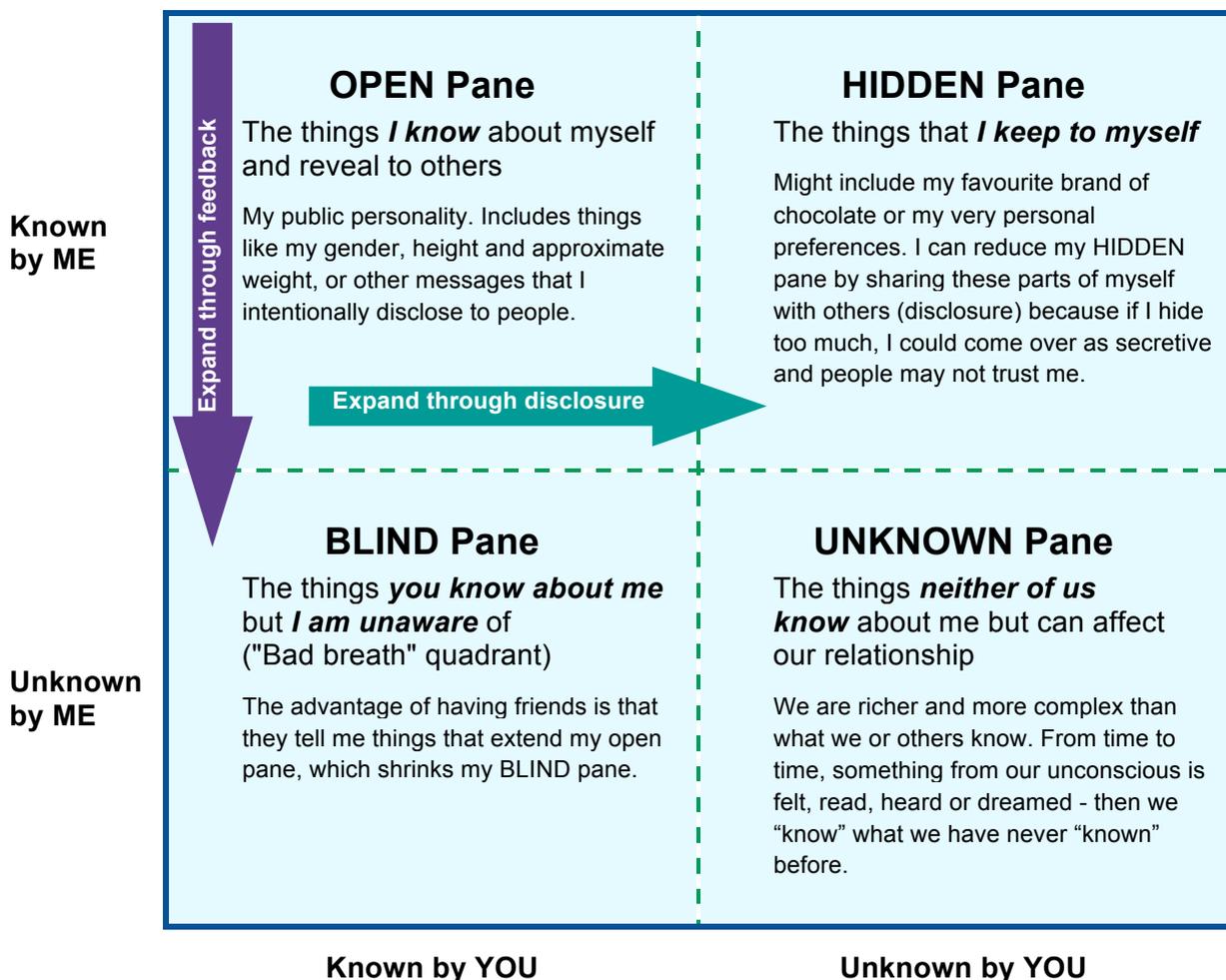
Leading with care

Inspiring shared purpose

The **Johari window** is a way of assessing 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.



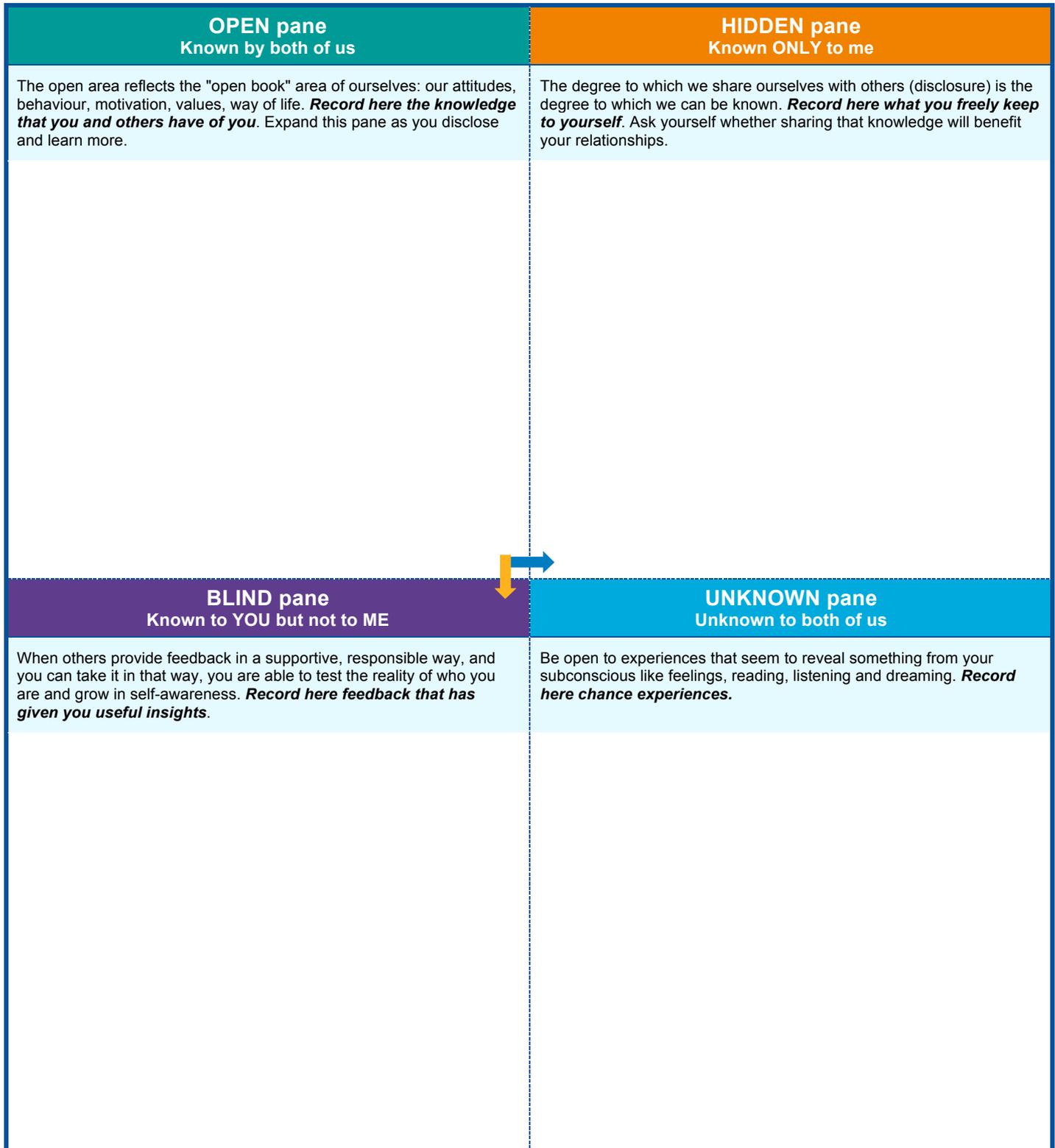
**The panes in this Johari window are shown as equal, when in fact, the relative size of each pane varies between individuals.**

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.

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.



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?