Johari window

Leadership Dimensions

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.

**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.

**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 or 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 ME**
- Expand through feedback

**Unknown by ME**
- Expand through disclosure

**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.

<table>
<thead>
<tr>
<th>OPEN pane</th>
<th>HIDDEN pane</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Known by both of us</strong></td>
<td><strong>Known ONLY to me</strong></td>
</tr>
<tr>
<td>The open area reflects the “open book” area of ourselves: our attitudes, behaviour, motivation, values, way of life. <em>Record here the knowledge that you and others have of you.</em> Expand this pane as you disclose and learn more.</td>
<td>The degree to which we share ourselves with others (disclosure) is the degree to which we can be known. <em>Record here what you freely keep to yourself.</em> Ask yourself whether sharing that knowledge will benefit your relationships.</td>
</tr>
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<td><strong>Known to YOU but not to ME</strong></td>
<td><strong>Unknown to both of us</strong></td>
</tr>
<tr>
<td>When others 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. <em>Record here feedback that has given you useful insights.</em></td>
<td>Be open to experiences that seem to reveal something from your subconscious like feelings, reading, listening and dreaming. <em>Record here chance experiences.</em></td>
</tr>
</tbody>
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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?