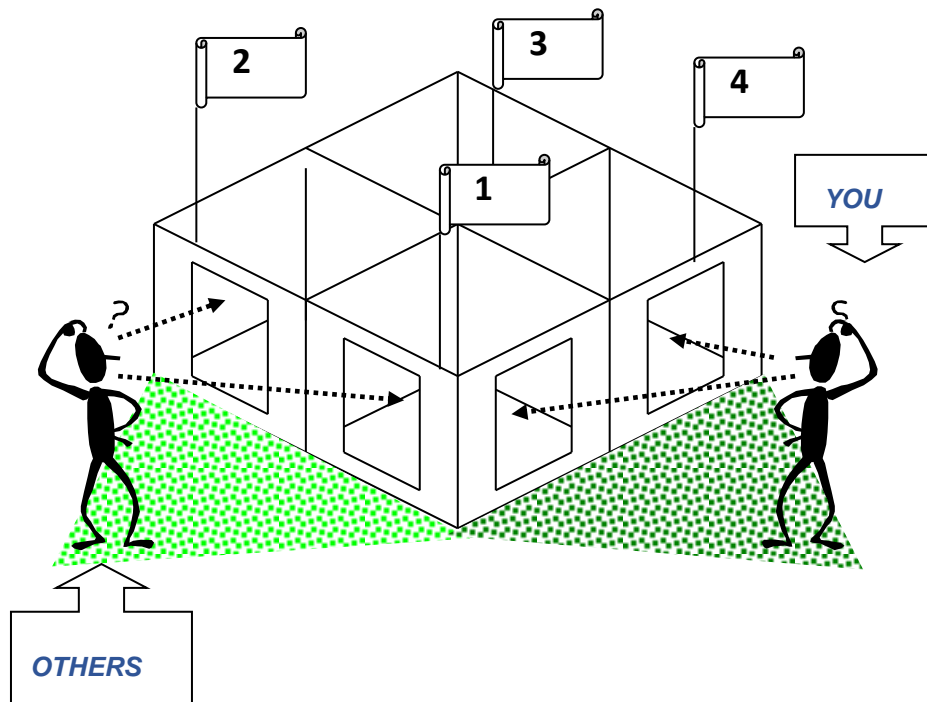


## The Johari Window

The Johari Window was created by Joseph Luft and Harry Ingham in 1955. It is a model that helps to explain why people do not always have the same view of us as we do of ourselves. Others see things that we do not, yet we know things that others are unaware of. Each of these concepts goes towards making up our personality.

Although the model is called a window, it is easier to think of it as a house with 4 rooms and 4 windows. The house represents our personality.



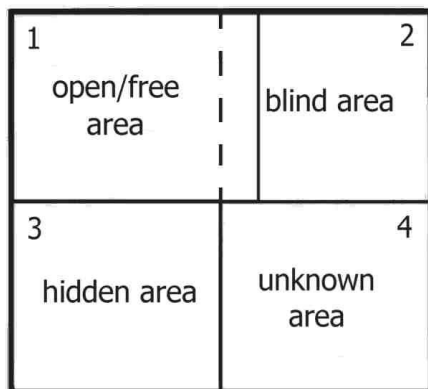
- Room 1** This is the part of us that we see ourselves, and that which others see. It is common knowledge, and an agreed part of our image between others and ourselves.
- Room 2** This is the part of our personality that others see, but we are not aware of. This includes the signals that we give to others unintentionally which affect their perception of us (Personality blind-spot).
- Room 3** This is the part of us that even we are unaware of. It is our subconscious, and can only be accessed by a trained psychologist or psychiatrist or may become apparent in our future.
- Room 4** This is our private self. The things that we know about ourselves but choose not to share, because we wish this information to remain private due to shyness or concern about what other people will think.

The Johari Window should be used as a reminder that during interactions with others, we are in effect working with part of a person – the part that we see. Therefore, it is wrong to make sweeping judgements about a person based on such incomplete information.

The Johari Window also shows us that our perception of someone may be different to other peoples' perceptions, and indeed the persons' self-perception. Have you ever said to a friend that you don't like someone, but your friend thinks they're OK?

As we do not know what is in Room 3 we should not restrict ourselves to thinking what we can or can't do before we have tried. There may be a potential world-class violinist in the room, but they wouldn't know that they had the slightest pre-disposition to play the violin if they hadn't even picked the instrument up. This is why you should take every opportunity to do something to better yourself or that you would enjoy, as you never know what it might lead to.

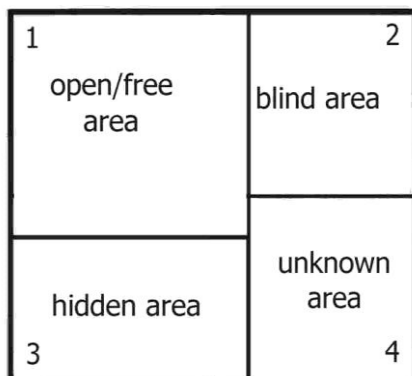
### Using the Johari Window to increase self-awareness



This Johari Window model diagram is an example of increasing the open area, by reduction of the blind area, which would normally be achieved through the process of asking for and then receiving feedback.

The open area can also be developed through the process of disclosure, which reduces the hidden area.

The unknown area can be reduced in different ways: by others' observation (which increases the blind area); by self-discovery (which increases the hidden area), or by mutual enlightenment - typically via group experiences and discussion - which increases the open area as the unknown area reduces.



This Johari Window model diagram is an example of someone who has increased their open area.

The open free region is large because others know a lot about the person that the person also knows.

Through the processes of disclosure and receiving feedback the open area has expanded and at the same time reduced the sizes of the hidden, blind and unknown areas.

*(Diagrams sourced from [www.businessballs.co.uk](http://www.businessballs.co.uk))*