



Johari and Nohari Exercise

If you are using the Johari window as a way for people to improve their self-awareness, this is a useful exercise for them to complete.

Instructions

Select 6 adjectives you would use to best describe your own personality. You can write these into the Hidden Self cell.

Print out at least 3 copies of the adjective list, and give a copy people you work with whom you can trust to give honest yet supportive feedback. Ask each person to select 6 adjectives they believe best describe your personality.

NOTE: Make sure they do not see the adjectives you chose for yourself.

Add these words into the Hidden/Blind Spot quadrant.

Words in both the Hidden and Blind spot quadrants. Move any that appear in both to the Open Self quadrant.

Stretch exercise

The main activity (as described) is the better known version, looking at positive traits. You can include negative traits too (list B) but make sure that you ask people to select more positive than negative traits. Be prescriptive: e.g. choose 6 from List A and 2 from List B.

It is recommended that this is optional and only used with people who are trusted and whose opinion matters.



LIST A

Able	Accepting	Adaptable	Bold
Brave	Calm	Caring	Cheerful
Clever	Complex	Confident	Dependable
Dignified	Empathetic	Energetic	Extroverted
Friendly	Giving	Happy	Helpful
Idealistic	Independent	Ingenious	Intelligent
Introverted	Kind	Knowledgeable	Logical
Loving	Mature	Modest	Nervous
Observant	Organized	Patient	Powerful
Proud	Quiet	Reflective	Relaxed
Religious	Responsive	Searching	Self-assertive
Self-conscious	Sensible	Sentimental	Shy
Silly	Spontaneous	Sympathetic	Tense
Trustworthy	Warm	Wise	Witty



LIST B

incompetent	intolerant	inflexible	timid	cowardly
violent	aloof	glum	stupid	simple
insecure	irresponsible	vulgar	lethargic	withdrawn
hostile	selfish	unhappy	unhelpful	cynical
needy	unimaginative	inane	brash	cruel
ignorant	irrational	distant	childish	boastful
blasé	imperceptive	chaotic	impatient	weak
embarrassed	loud	vacuous	panicky	unethical
insensitive	self-satisfied	passive	smug	rash
dispassionate	overdramatic	dull	predictable	callous
inattentive	unreliable	cold	foolish	humourless