

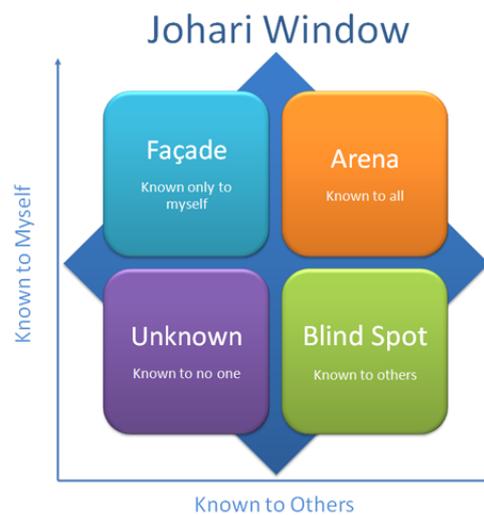
## The Johari Window

The Johari Window is a communication model that can be used to increase self awareness and awareness of others.

Developed by Joseph Luft and Harry Ingham (the word "Johari" comes from **J**oseph Luft and **H**arry Ingham), there are two key ideas behind the tool:

- 1) individuals can learn about themselves and develop themselves with feedback from others
- 2) individuals can build trust with others by disclosing information about themselves

Each person is represented by her/his own four-pane window. Each pane or quadrant contains and represents personal information – feelings, motivation, etc. – about the person, and shows whether the information is known or not known by themselves or other people.



### Quadrant 1: Open Area or Arena

What is known by the person about him/herself and is also known by others i.e. the values, motives and behaviours.

### Quadrant 2: Blind Spot

This represents the values, motives and behaviours that are seen by others but are not recognised by the individual, i.e. what is unknown by the person about her/himself but which others know. This can be simple information or can involve deep issues (e.g. feelings of inadequacy, incompetence, unworthiness, rejection) which are difficult for individuals to face directly, and yet can be seen by others.

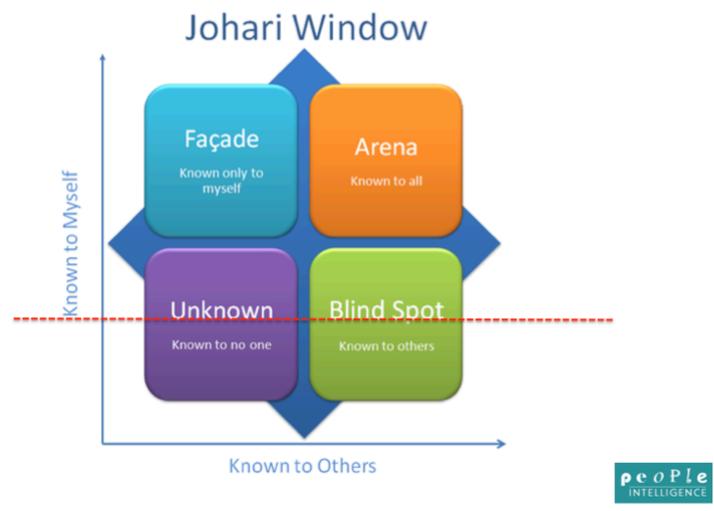
### Quadrant 3: Hidden / Avoided Area or Façade

This represents the things that the individual knows about her/himself but does not reveal to others, i.e. hidden.

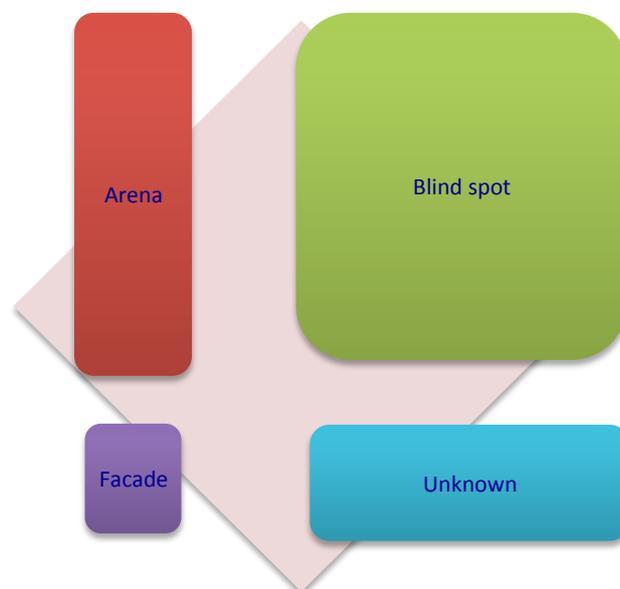
### Quadrant 4: Unknown Area

This represents the motives and behaviours of which neither the individual nor others are yet aware. They exist, but no one has yet observed them or their impact on the relationship. This is a source of potential.

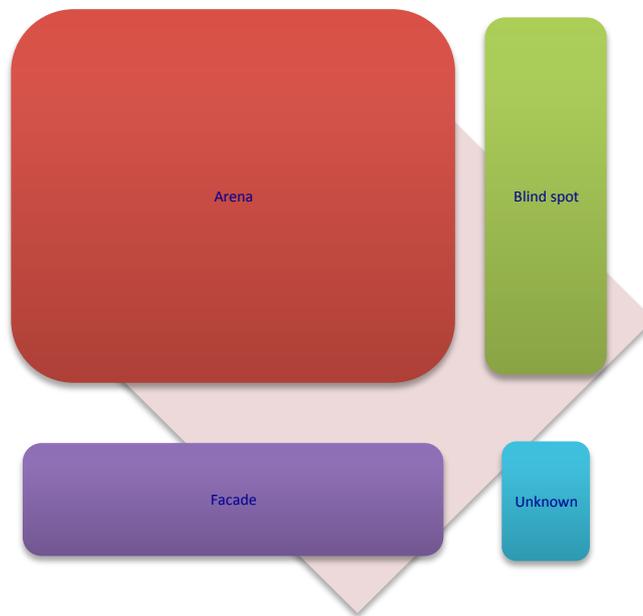
The process of enlarging the open quadrant / Arena vertically is called self-disclosure, a give and take process between the person and the people s/he interacts with. As information is shared, the boundary with the hidden quadrant / Façade moves downwards. And as other people reciprocate, trust tends to build between them.



The important points from the Johari window are that people use a great deal of energy in order to hide, deny or be blind to their own values, motives and behaviours, particularly their inconsistencies and hypocrisies. As a result, quadrant 1 (Arena) begins to shrink and the others begin to enlarge.



When quadrant 1 (Arena) increases in size, however, the others shrink. More energy, skills and resources can be directed towards the tasks around which the relationship is formed. The more that this occurs, the more openness, trust and learning there is and more positive outcomes.



The Johari window informs us not only of our blind spot, hidden / facade and unknown areas, but it also makes us aware that these areas exist in others. If we appreciate that others have these three covert areas, then it is likely that they also will be defensive about them.