

## Johari Window

<b>1</b>  <b>Open Area</b> <b>(Public Domain)</b>	<b>2</b>  <b>Blind Area</b> <b>(Blind Spot)</b>
<b>3</b>  <b>Hidden Area</b> <b>(Facade)</b>	<b>4</b>  <b>Unknown Area</b> <b>(Unknown To All)</b>

1. **Open Area** – What is known by the person about himself and is also known by others.
2. **Blind Area** – What is unknown by the person about himself but which others know.
3. **Hidden Area** – What the person knows about himself that others do not know.
4. **Unknown Area or Unknown Self** – What is unknown about the person by himself and is also unknown by others.

The Johari Window is a communication model that is used to improve understanding between individuals. The word "Johari" is taken from the names of Joseph Luft and Harry Ingham, who developed the model in 1955.

There are two key ideas behind the tool.

1. That you can build trust with others by disclosing information about yourself.
2. That, with the help of feedback from others, you can learn about yourself and come to terms with personal issues.

By explaining the idea of the Johari Window, you can help people to understand the value of self-disclosure, and you can encourage them to give, and accept, constructive feedback.

This model can help people build better, more trusting relationships with one another, solve issues, and work more effectively together and do better in treatment.

The Johari Window is shown as a four-quadrant grid.

#### 1. Open Area (Public Domain)

This quadrant represents the things that you know about yourself, and the things that others know about you. This includes your behavior, knowledge, skills, attitudes, and "public" history.

#### 2. Blind Area (Blind Spot)

This quadrant represents things about you that you aren't aware of, but that are known by others.

This can include simple information that you do not know, or it can involve deep issues (for example, feelings of inadequacy, incompetence, unworthiness, or rejection), which are often difficult for individuals to face directly, and yet can be seen by others.

#### 3. Hidden Area (Facade)

This quadrant represents things that you know about yourself, but that others don't know.

#### 4. Unknown Area (Unknown to All)

This last quadrant represents things that are unknown by you, and are unknown by others.

The ultimate goal of the Johari Window is to enlarge the Open Area. The Open Area is the most important quadrant, as generally, the more people know about each other, the more productive, cooperative, and effective they'll be when communicating.

The process of enlarging the Open Area quadrant is called "self-disclosure," and it's a give-and-take process that takes place between yourself and the people that you're interacting with.

As you share information, your Open Area expands vertically and your Hidden Area gets smaller. As people provide feedback to you about what they know or see about you, your Open Area expands horizontally, and your Blind Area gets smaller.

Done well, the process of give and take, sharing, and open communication builds trust.

At first glance, the Johari Window may look like a complex tool, but it's actually very easy to understand with just a little effort. As such, it provides a visual reference that people can use to look at their own character, and it illustrates the importance of sharing, being open, and accepting feedback from others.

People who have a large Open Area are usually very easy to talk to, they communicate honestly and openly with others, and they get along well with a group. People who have a very small Open Area are difficult to talk to, they seem closed off and uncommunicative, and they often don't work well with others, because they're not trusted.

Other people might have a large Blind Area, with many issues that they haven't identified or dealt with yet. However, others can see these issues clearly. These people might have low self-esteem, or they may even have anger issues when working with others.

The process of enlarging your Open Area involves self-disclosure. Put simply, the more you (sensibly) open up and disclose your thoughts, feelings, dreams, and goals, the more you're going to build trust with others.

Another important aspect of enlarging your Open Area is accepting feedback from others. This feedback helps you learn things about yourself that others can see, but that you can't. This is important for personal growth.

If someone is interested in learning more about you, they can reciprocate by disclosing information in their hidden quadrant.

As a person's level of confidence and self-esteem rises, it becomes easier to invite others to comment on their blind spots. Obviously, good listening skills are useful.

### **“Food for Thought”**

Overall how does the Johari Window relate to Dailey's Intimacy Circle?

Relate each area of the Intimacy Circle (sharing, caring, risk taking, vulnerability, self-disclosure) to the Johari Window.

Pick a partner and practice each element of the Intimacy Circle using the Johari Window.