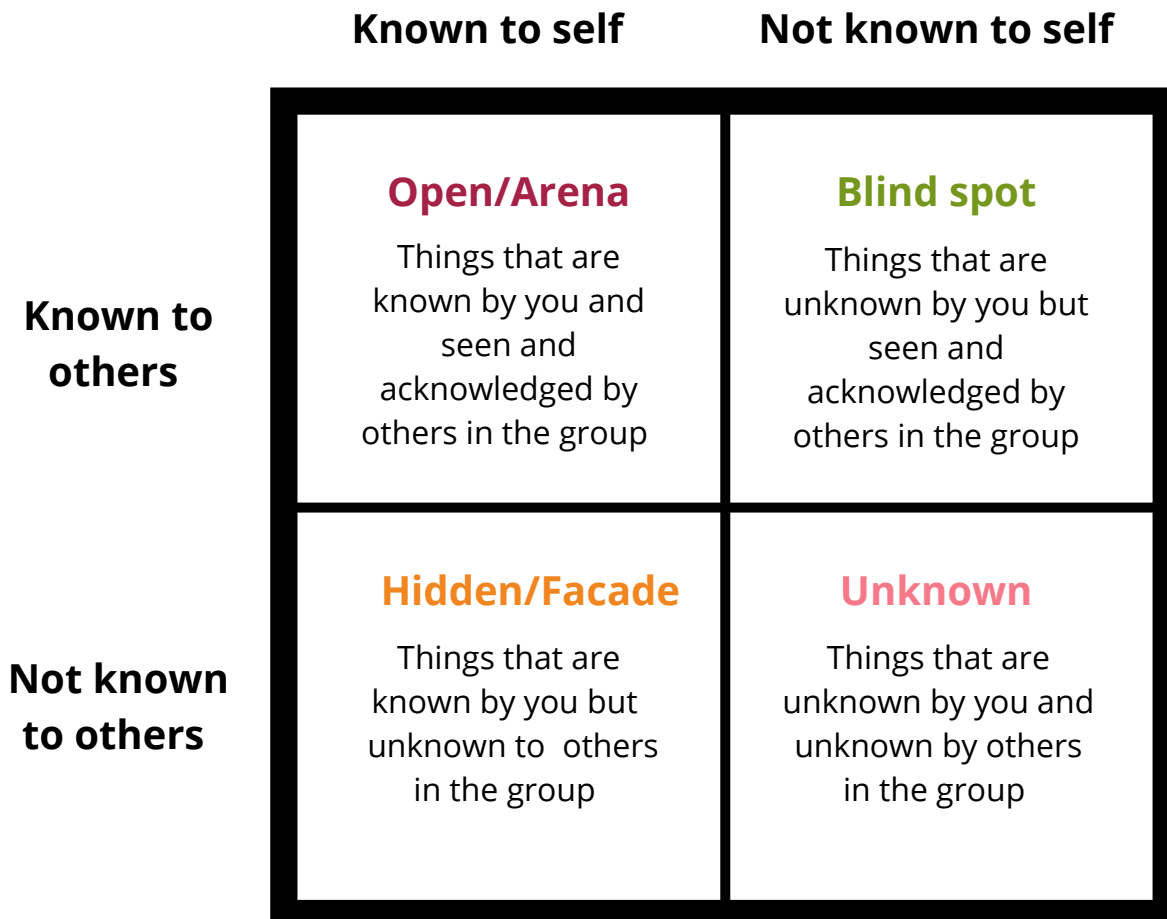


THE JOHARI WINDOW

The Johari Window model was devised by American psychologists Joseph Luft and Harry Ingham in 1955, while researching group dynamics at the University of California Los Angeles.



Joseph Luft and Harry Ingham called their Johari Window model 'Johari' after combining their first names, Joe and Harry. In early publications the word appears as 'JoHari'.

The Johari Window soon became a widely used model for understanding and training self-awareness, personal development, improving communications, interpersonal relationships, group dynamics, team development and inter-group relationships.

The Johari Window model is also referred to as a 'disclosure/feedback model of self awareness', and by some people as an 'information processing tool'.

The Johari Window represents information - feelings, experience, views, attitudes, skills, intentions, motivation, etc - within or about a person - in relation to their group, from four perspectives (see below).

The Johari Window terminology refers to 'self' and 'others': 'self' means oneself, ie, the person subject to the Johari Window analysis. 'Others' means other people in the person's group.

N.B. When the Johari Window model is used to assess and develop groups in relation to other groups, the 'self' would be the group, and 'others' would be other groups. However, for ease of explanation and understanding of the Johari Window, think of the model applying to an individual within this training group, rather than a group relating to other groups.

The four Johari Window perspectives are called 'regions' or 'areas' or 'quadrants'.

Each of these regions contains and represents the information - feelings, motivation, etc - known about the person, in terms of whether the information is known or unknown by the person, and whether the information is known or unknown by others in the group.

The Johari Window's four regions, (areas, quadrants, or perspectives) are as follows:

1. What is known by the person about themselves and is also known by others - open area, open self, free area, free self, or **the arena**.
2. What is unknown by the person about themselves but which others know - blind area, blind self, or **blindspot**.
3. What the person knows about themselves that others do not know - hidden area, hidden self, avoided area, avoided self or **facade**.
4. What is unknown by the person about themselves and is also unknown by others - **unknown** area or unknown self.

Known to self

ASK



Not known to self

