The Johari Window is a model developed by two psychologists called Luft and Ingham (Luft & Ingham, 1955). They observed that some parts of our behavior or our personality are known to ourselves and others, and some aren’t.

As a result, you can draw a two-by-two matrix of four different areas filled with traits and behaviors. It’s a simple and useful tool for illustrating and improving self-awareness.

Instructions:

Prepare a personal Johari window for yourself by following these steps:

1. Take a look at the list of adjectives, and choose 5 that you believe best describe you.

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

2. Ask at least three people who know you well (colleagues, friends, family members) to also choose 5 that they believe best describe you.

3. Create a Johari window using a 2x2 matrix or use the one below, and populate it accordingly:
   - Any adjectives that appear in both your list and at least one other list are in your ‘arena’
   - Any that only you have chosen for yourself are in your ‘hidden’ area
   - Any chosen for you by someone else, that you didn’t choose for yourself, are in your ‘blind spot’
Johari Window:

**The Arena** – Traits that are known about myself and what others know of me.

**The Blind Spot** - What others know about me, but I don’t.

**The Facade Area** – Everything I know of myself, but keep to myself.

**The Unknown Area** – Here are things that neither myself nor others know about me.

4. Note down your reflections after doing this exercise.
   - What was it like to take part in this exercise?
   - How do you feel about your results? Were there any surprises?
   - How would you compare this to the other self-awareness exercises such as strengths finder tools?

References:


Dr. Kirsty Gardiner