

Using the Johari Window

USING THE JOHARI WINDOW

One easy way to find out what behaviors that could be impacting your ability to lead, communicate, or perform successfully is to use the "Johari Window." It's incredibly easy and an effective tool for knowing more about yourself and professional development for improvement going forward. It's similar to doing a 360 self-assessment, but significantly quicker and more personalized.

INSTRUCTIONS: Use the tool below, which shows four quadrants.

1) **PUBLIC KNOWLEDGE:** Write several qualities you know about yourself and are confident that others also know about you in the top left box. You can write at least 4 adjectives or statements such as: "Everyone knows that I'm highly driven and a perfectionist."

2) **PRIVATE KNOWLEDGE:** Write the qualities you know about yourself, but feel are private which others do not know. Write at least 4 adjectives, or statements such as: "Everyone know I have an inner critic that drives me, or makes me feel deficient."

3) **BLIND SPOTS:** Here's the tough part to ask a few other people at least four (4) qualities or adjectives they feel is known to them, but you don't necessarily recognize about yourself. These are frequently the qualities they won't directly tell you, but generally impacts them. These can be considered the qualities that they accept about you either because you're a team member, or they love you, but might not discuss because it will annoy you. These can also be the qualities you frequently learn the hard way under stress when either you get angry and tell someone how you feel about them, or your friends would do the same to you (tell you when they're angry the qualities about you they might not normally admit). Examples: "You are judgmental, critical or impatient."

These become your area(s) of development.

4) **UNKNOWN:** You don't have to answer this to achieve the general outcome of this activity. At this point it's more important to decide how the blind spots are impacting your success and what practices you want to engage to change those behaviors.

PRACTICES FOR CHANGE

One example practice consistent with the above characteristic of perfection: Quiet the inner critic by noticing the obligation to fix by accepting the gray zones. The goal is not to make a perfect self, but to see that I am perfectly made.

Discover what practices are applicable and important for you.



PUBLIC KNOWLEDGE

I Know
You Know

PRIVATE KNOWLEDGE

I Know
You don't know

Known to self

Known by others

Unknown by others

I don't know
You know

BLIND SPOTS

Unknown to self

I don't know
You don't know

UNKNOWN

