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Protocol nr. 143

Developed by: Zavod Republike Slovenije za šolstvo (Slovenia National Education Institute)

Title:

JOHARI WINDOW

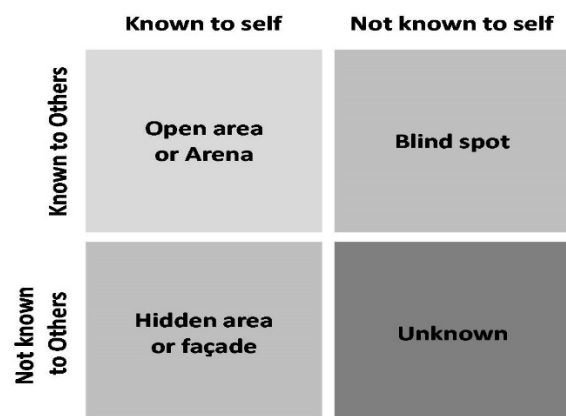
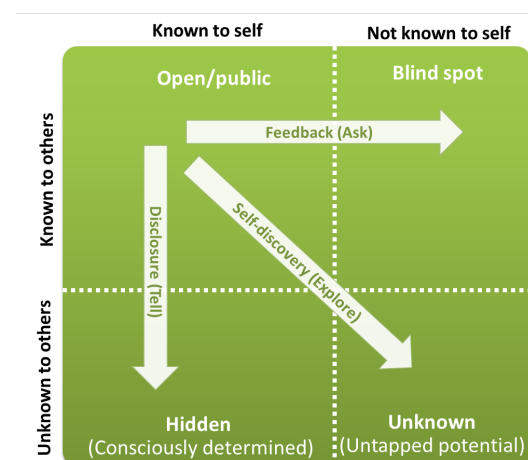
Introduction:

Authors, psychologists Joseph Luft (1916–2014) and Harrington Ingham (1916–1995) called their 1955 Johari Window model 'Johari' after combining their first names, Joe and Harry. https://en.wikipedia.org/wiki/Johari_window Adopted and partly adapted for PLC by Tomaž Kranjc

Purpose of the protocol:

The **Johari window** is a technique used to help people better understand their relationship with themselves and others. A simple and useful tool for understanding and training self-awareness, personal development, improving communications, interpersonal relationship, group dynamic, team development and intergroup relationship. Especially relevant due to emphasis on, and influence of, soft skills, behavior, empathy, cooperation, inter-group development and inter-personal development.

Materials:



The Johari Window Model



List of adjectives:

A Johari window consists of the following 56 adjectives used as possible descriptions of the participant

- able
- accepting
- adaptable
- bold
- brave
- calm
- caring
- cheerful
- clever
- complex
- confident
- dependable
- dignified
- empathetic
- energetic
- extroverted
- friendly
- giving
- happy
- helpful
- idealistic
- independent
- ingenious
- intelligent
- introverted
- kind
- knowledgeable
- logical
- loving
- mature
- modest
- nervous
- observant
- organized
- patient
- powerful
- proud
- quiet
- reflective
- relaxed
- religious
- responsive
- searching
- self-assertive
- self-conscious
- sensible
- sentimental
- shy
- silly
- spontaneous
- sympathetic
- tense
- trustworthy
- warm
- wise
- witty

Time:

45 minutes – 60 minutes

Roles:

Members of PLC, Facilitator

Process:

During the exercise, subjects are given a list of a few adjectives out of which they need to pick **some** that they feel describe their own personality. we then give the same list to the subject's peers, and each pick **equal number of adjectives** that describe the subject. Then we insert these very adjectives into a grid.

Open or Arena: Adjectives that are selected by both the participant and his or her peers are placed into the **Open** or **Arena** quadrant. This quadrant represents traits of the subjects that both they themselves and their peers are aware of.



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Hidden or Façade: Adjectives selected only by subjects, but not by any of their peers, are placed into the **Hidden or Façade** quadrant, representing information about them their peers are unaware of. It is then up to the subject to disclose this information or not.

Blind: Adjectives that are not selected by subjects but only by their peers are placed into the **Blind Spot** quadrant. These represent information that the subject is not aware of, but others are, and they can decide whether and how to inform the individual about these "**blind spots**".

Unknown: Adjectives that were not selected by either subjects or their peers remain in the **Unknown** quadrant, representing the participant's behaviors or motives that were not recognized by anyone participating. This may be because they do not apply or because there is collective ignorance of the existence of these traits.

In PLC we must establish the safe zone of trust in advance. Then we can discuss questions like these:

Which questions about us did arise? (Which feedback did we ask from others?)

Which disclosures about us did we tell to others?

In which directions should I explore myself?

Debrief:

The philosopher Charles Handy calls this concept the Johari House with four rooms. Room 1 is the part of ourselves that we see and others see. Room 2 is the aspects that we are not aware of, but others see. Room 4 is the most mysterious room in that neither others nor we see the unconscious or subconscious part of us. Room 3 is our private space, which we know but keep hiding from others.

References

Luft, J.; Ingham, H. (1955). "The Johari window, a graphic model of interpersonal awareness". Los Angeles: University of California

Exemplification:

Cristina Santos: transparent. I think it is useful and very well explained. Very interesting; gave me the will to try.