Understanding Self – JOHARI Window

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Understanding Self

• Self Concept
• Self Awareness
• Self Motivation
• Self in interaction with others
Self Awareness

• Self awareness is knowing oneself, including one’s traits, feelings, behaviors, and knowing your limitations
• When you are self aware it can help you maintain objectivity
• When you are self aware, it helps you recognize when you are under pressure/stress
• It is helpful in effective communication, interpersonal relations, and empathy for others.
• Creating self awareness can be done by analyzing yourself through Johari window
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.

• The model was first published in the Proceedings of the Western Training Laboratory in Group Development by UCLA Extension Office in 1955, and was later expanded by Joseph Luft.
Significance

• The Johari Window model is a simple and useful tool for illustrating and improving self-awareness, and mutual understanding between individuals within a group.

• The Johari Window model can also be used to assess and improve a group's relationship with other groups.
Johari window - four regions

• what is known by the person about him/herself and is also known by others - **open area, open self, free area, free self, or 'the arena'**
• what is unknown by the person about him/herself but which others know - **blind area, blind self, or 'blindspot'**
• what the person knows about him/herself that others do not know - **hidden area, hidden self, avoided area, avoided self or 'facade'**
• what is unknown by the person about him/herself and is also unknown by others - **unknown area or unknown self**
The open area

- It is that part of our conscious self - our attitudes, behavior, motivation, values, and way of life - of which we are aware and which is known to others.

- We move within this area with freedom.

- We are "open books".
Blind Area

• There are things about ourselves which we do not know, but that others can see more clearly.

• When others say what they see (feedback), in a supportive, responsible way, and we are able to hear it; in that way we are able to test the reality of who we are and are able to grow.
Hidden area

• Our hidden area cannot be known to others unless we disclose it. There is that which we freely keep within ourselves, and that which we retain out of fear.

• The degree to which we share ourselves with others (disclosure) is the degree to which we can be known.
Unknown

• We are more rich and complex than that which we and others know, but from time to time something happens - is felt, read, heard, dreamed - something from our unconscious is revealed. Then we "know" what we have never "known" before.
<table>
<thead>
<tr>
<th>What you see in me</th>
<th>The Public Self</th>
<th>The Private Hidden Self</th>
</tr>
</thead>
<tbody>
<tr>
<td>What I see in me</td>
<td>The Blind Self</td>
<td>The Undiscovered/Unknown Self</td>
</tr>
<tr>
<td>What I do not see in me</td>
<td></td>
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</tbody>
</table>
Can we improve self awareness?

• Self-disclosure is the process by which people expand the Open Area vertically.

• Feedback is the process by which people expand this area horizontally.
Self-Disclosure

• The Johari Window
  – Luft advocates changing the shape of the window so that quadrant 1 enlarges while all the others become smaller.
Expansion of Open Area through Self Disclosure

1. open/free area
2. blind area
3. hidden area
4. unknown area
Expansion of Open Area through feedback

1. open/free area
2. blind area
3. hidden area
4. unknown area
Johari Window Model

- Known to self
- Unknown to self
- Known to others
- Unknown to others

The diagram illustrates the Johari Window Model with quadrants labeled:

- Open: Known to self
- Ask (feedback): between Known to self and Unknown to self
- Blind: Unknown to self
- Tell: Known to others
- Hidden: Known to others
- Unknown: Unknown to others
Example for New Team Member or Member within a New Team

1: open/free area
2: blind area
3: hidden area
4: unknown area
Established Team Member

1 open/free area
2 blind area
3 hidden area
4 unknown area
Why are we scared of self evaluation?

- Fear
- Doubt
- Inadequacy
- Insecurity

- But how many people do you know who are perfect?
- Hope!
Self-Disclosure

• When Is Self-Disclosure Appropriate?
  – Luft (1969) proposes the following guidelines:
    1. When it is a function of the ongoing relationship.
    2. When it occurs reciprocally.
    3. When it is timed to fit what is happening.
    4. When it concerns what is going on within and between persons in the present.
    5. When it moves by relatively small increments.
Self-Disclosure

* When Is Self-Disclosure Appropriate?
  - Luft (1969) . . . (continued)
    6. When it is confirmable by the other person.
    7. When account is taken of the effect disclosure has on the other person(s).
    8. When it creates a reasonable risk.
    9. When it is speeded up in a crisis.
   10. When the context is mutually shared.
Reasons for Giving & Receiving Feedback

• Allows personal growth
• Enables the provider to learn about self
• Enables the receiver to gain insight
• Creates an open environment for effective operational and interpersonal communication.
• Aids in preparation of future; not dwelling on the past
Guidelines for Giving feedback

• Is the feedback being given specific rather than general?
• Is the feedback being given focused on behavior rather than on a person?
• Does the feedback take into account the needs of the receiver of the feedback?
• Is the feedback directed toward the behavior which the receiver can do something about?
• Is the feedback solicited rather than imposed?
• Is the feedback sharing of information rather than giving advice?
• Is the feedback well timed?
• Does the feedback involve the amount of information the receiver can use rather than the amount we would like to give?
• Does feedback reflect upon the problems/issues at hand?
• Is the feedback checked to ensure clear communication?
• Is the feedback evaluative rather than the judgment?
Guidelines for Receiving feedback

• Establish a receptive atmosphere
• State why you want feedback
• Check what you have heard through parroting, paraphrasing or asking for clarification
• Maintain an objective attitude about the feedback even if it's about you
• Share your reactions to the feedback if practical
The Johari Window

- Known By Self
- Unknown By Self
- Known By Others
- Unknown By Others

- #1 Open Area
- #2 Blind Area
- #3 Hidden Area
- #4 Unknown Area

Arrows indicate:
- Ask
- Tell
- Feedback
- Shared Discovery
- Self-Disclosure
- Self-Discovery
Key Points:

• In most cases, the aim in groups should be to develop the Open Area for every person.
• Working in this area with others usually allows for enhanced individual and team effectiveness and productivity. The Open Area is the ‘space’ where good communications and cooperation occur, free from confusion, conflict and misunderstanding.
• Self-disclosure is the process by which people expand the Open Area vertically. Feedback is the process by which people expand this area horizontally.
• By encouraging healthy self-disclosure and sensitive feedback, you can build a stronger and more effective team.
Perceptions - Ask Yourself!

• How you want others to perceive you today.
• How you believe you are actually perceived today by others.
• How you'd like to be perceived by others in the future.
• How you actually truly want to be - without influence of what other significant people in your life feel and think about you.
<table>
<thead>
<tr>
<th>Adaptable</th>
<th>Able</th>
<th>Accepting</th>
<th>Bold</th>
<th>Brave</th>
<th>Calm</th>
<th>Caring</th>
<th>Cheerful</th>
<th>Clever</th>
<th>Complex</th>
<th>Confident</th>
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<tr>
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<td>Friendly</td>
<td>Giving</td>
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<td>Logical</td>
<td>Loving</td>
<td>Mature</td>
<td>Nervous</td>
<td>Observant</td>
<td>Organised</td>
</tr>
<tr>
<td>Reflective</td>
<td>Patient</td>
<td>Powerful</td>
<td>Relaxed</td>
<td>Self-conscious</td>
<td>Silly</td>
<td>Tense</td>
<td>Witty</td>
<td>Warm</td>
<td>Wise</td>
<td>Spontaneous</td>
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<tr>
<td>Sentimental</td>
<td>Proud</td>
<td>Religious</td>
<td>Searching</td>
<td>Sensible</td>
<td>Sympathetic</td>
<td>Shy</td>
<td>Self-assertive</td>
<td>Responsive</td>
<td>Quiet</td>
<td>Trustworthy</td>
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Thank You