

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.

known to self

unknown to self

known to others

**My
Public Self**

**My
Blind Spots**

unknown to others

**My
Hidden
Self**

**My
Unconscious
Self**

Johari Window

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.

	What you see in me	What you do <i>not</i> see in me
What I see in me	The Public Self	The Private Hidden Self
What I do <i>not</i> see in me	The Blind Self	The Undiscovered/ Unknown Self

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.

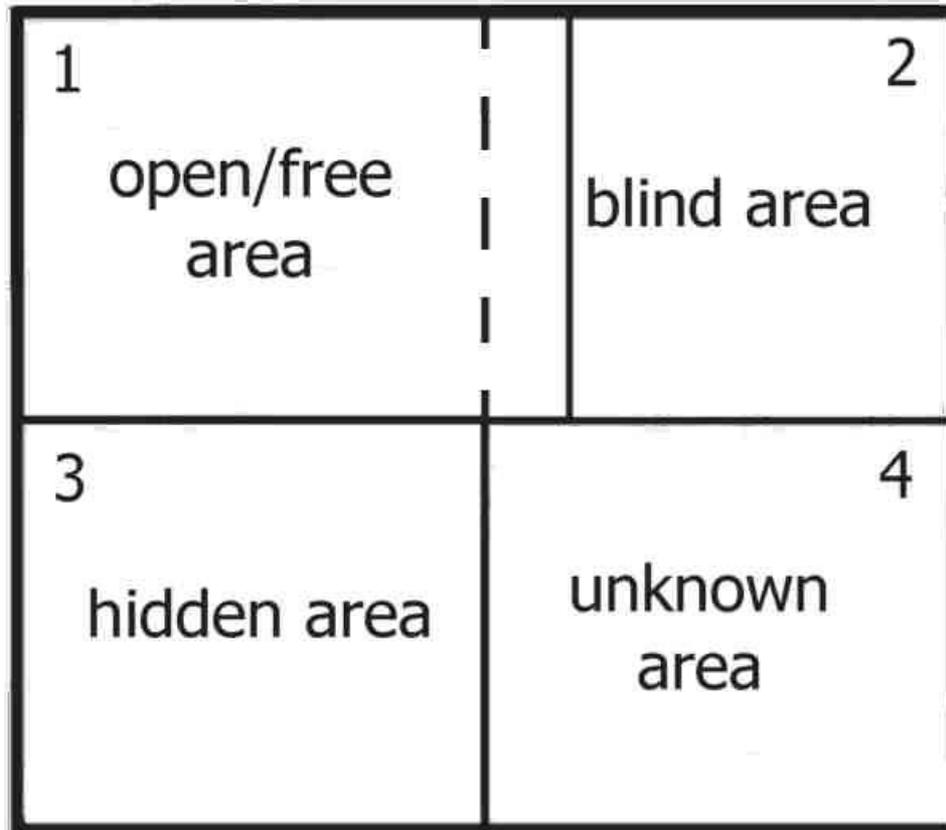
Self-Disclosure

- The Johari Window
 - Luft advocates changing the shape of the window so that quadrant 1 enlarges while all the others become smaller.

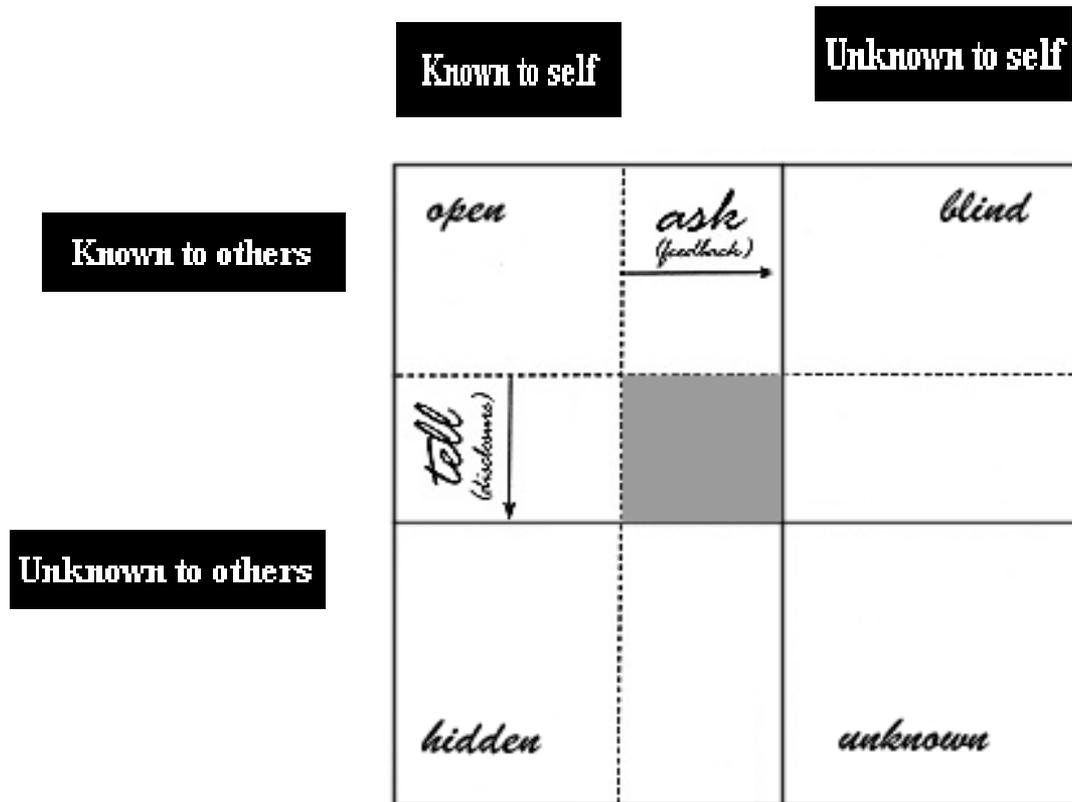
Expansion of Open Area through Self Disclosure



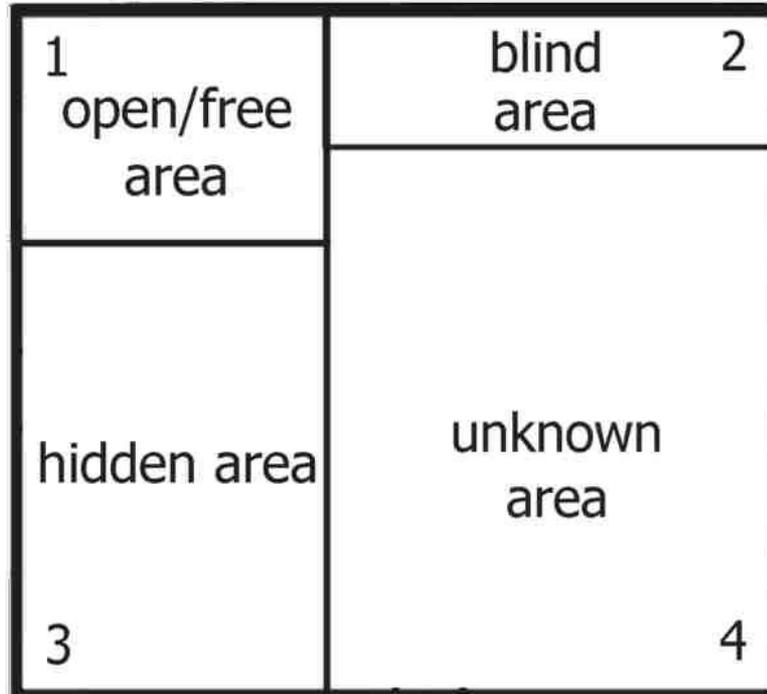
Expansion of Open Area through feedback



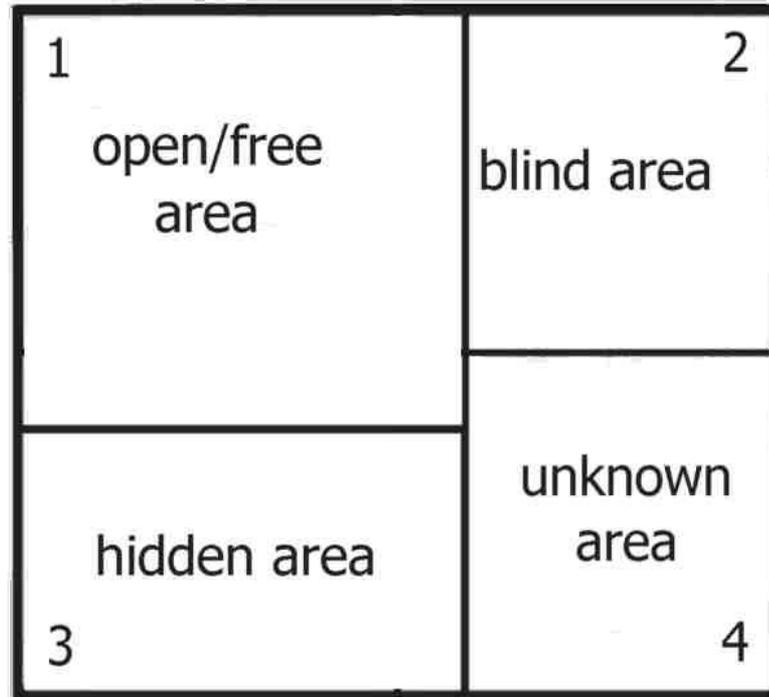
Johari Window Model



Example for New Team Member or Member within a New Team



Established Team Member



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

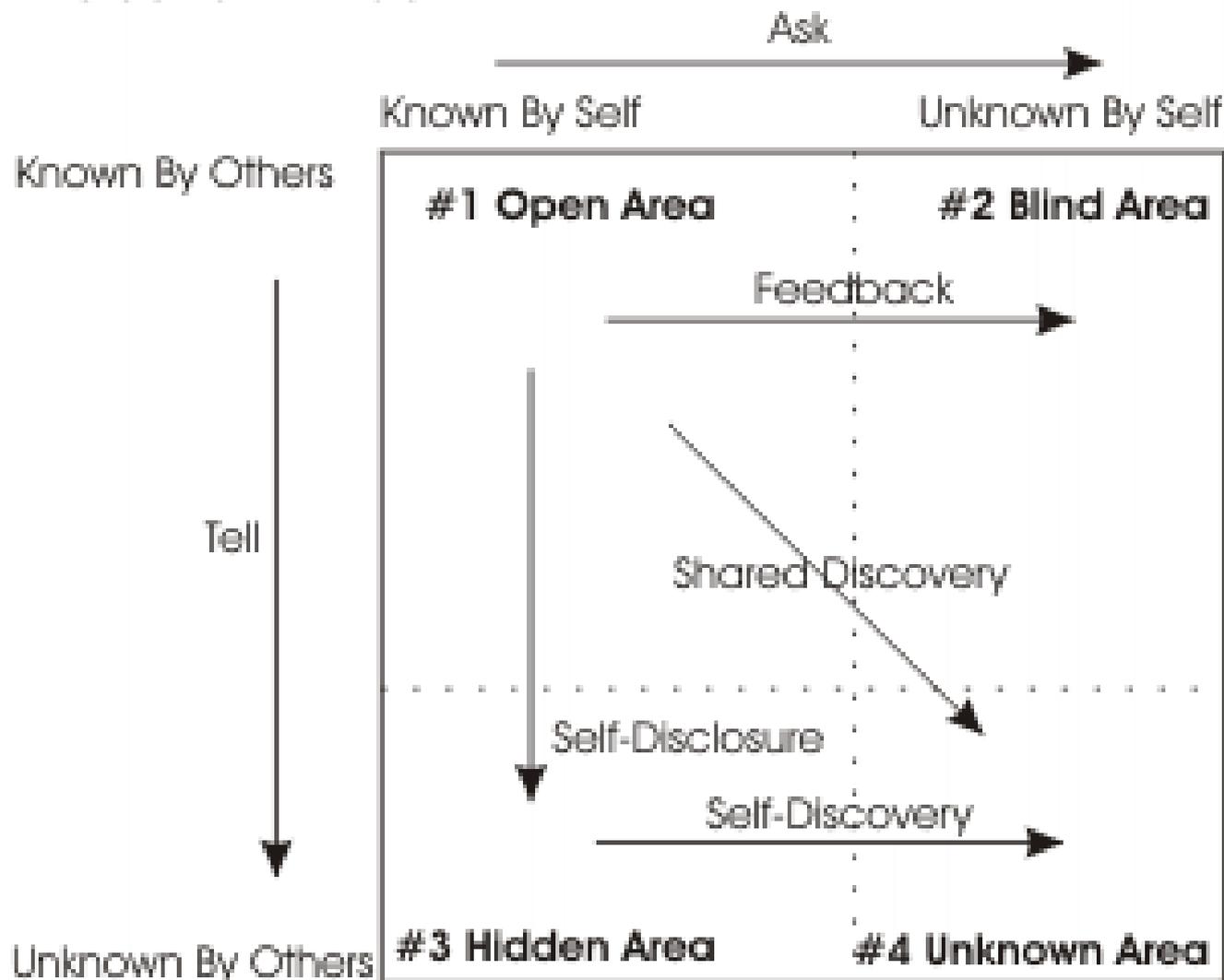
Guidelines for Giving feedback

- 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 its about you
- Share your reactions to the feedback if practical

The Johari Window



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.

Assess yourself

Adaptable	Able	Accepting	Bold	Brave	Calm	Caring	Cheerful	Clever	Complex	Confident
Dignified	Dependable	Energetic	Extroverted	Friendly	Giving	Happy	Helpful	Idealistic	Independent	Ingenious
Modest	Intelligent	Introverted	Kind	Knowledgeable	Logical	Loving	Mature	Nervous	Observant	Organised
Reflective	Patient	Powerful	Relaxed	Self-conscious	Silly	Tense	Witty	Warm	Wise	Spontaneous
Sentimental	Proud	Religious	Searching	Sensible	Sympathetic	Shy	Self-assertive	Responsive	Quiet	Trustworthy

Thank You