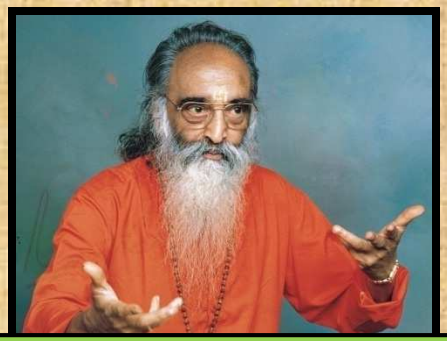
GOVT COLLEGE OF EDUCATION AKOLA

State Level Workshop on

-Understanding the Self

"WE MUST"



"JOHARI WINDOW"

BY

Dr. Vasudha V. Deo

Coordinator

With the Collaboration

H.H.SWAMI CHINMAYANANDA STUDIES CENTRE

26/04/2021

JOHARY WINDOW

Background of the theory

- It was devised by American psychologists Joseph Luft and Harry Ingham in 1955, while researching group dynamics at the University of California Los Angeles.

JOHARY WINDOW

- The **Johari window** is a technique[1] that helps people better understand their relationship with themselves and others.

JOHARI WINDOW MODEL

A model of self awareness , personal development , group development and understanding relationship

INTRODUCTION

- The johari window model is also referred to as a **Disclosure / feedback model of self awareness** and by some people an **Information processing tool**.
- It is widely used model for understanding and training self-awareness , personal development , improving communications , interpersonal relationships and team development .

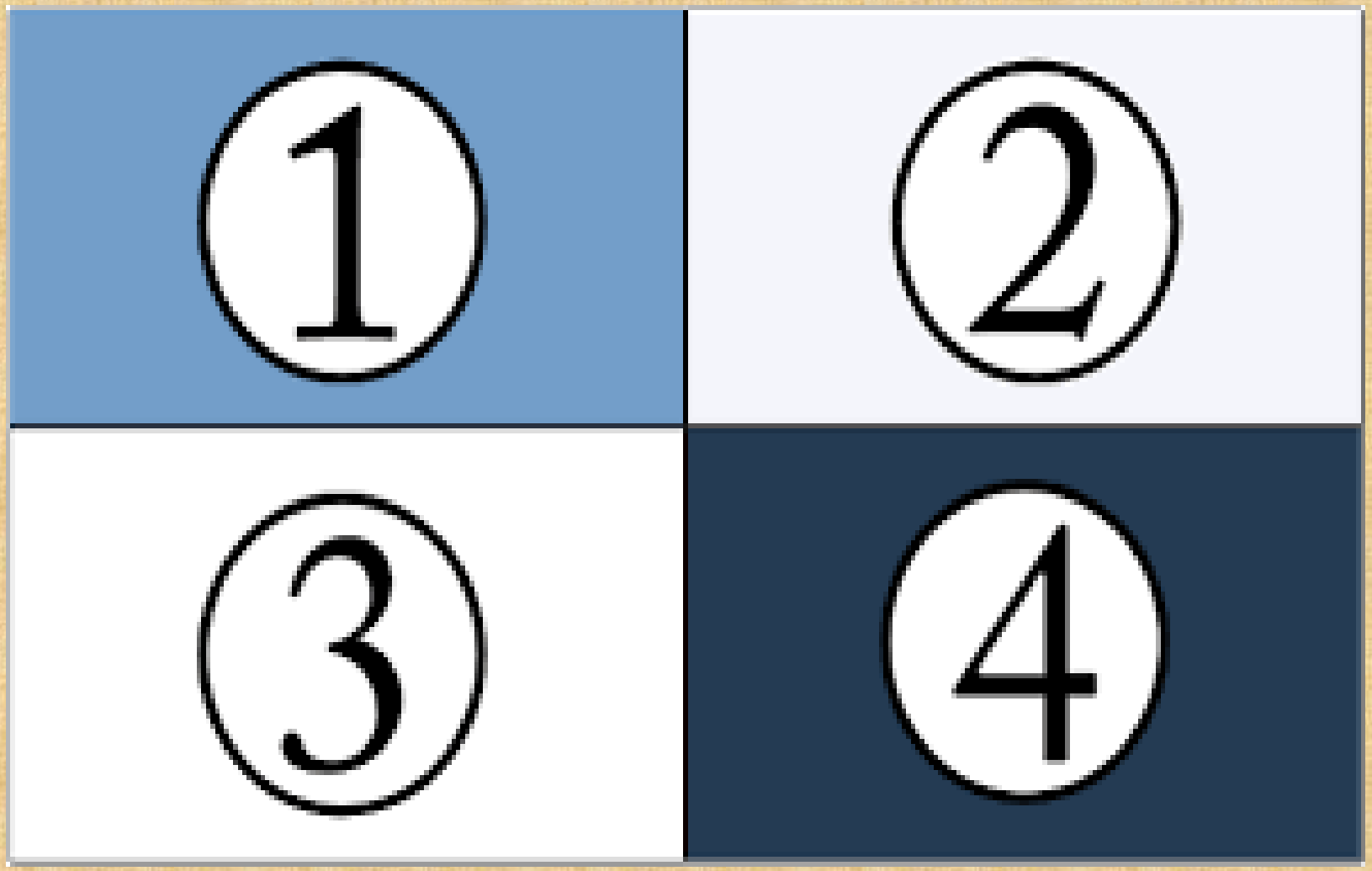
JOHARY WINDOW

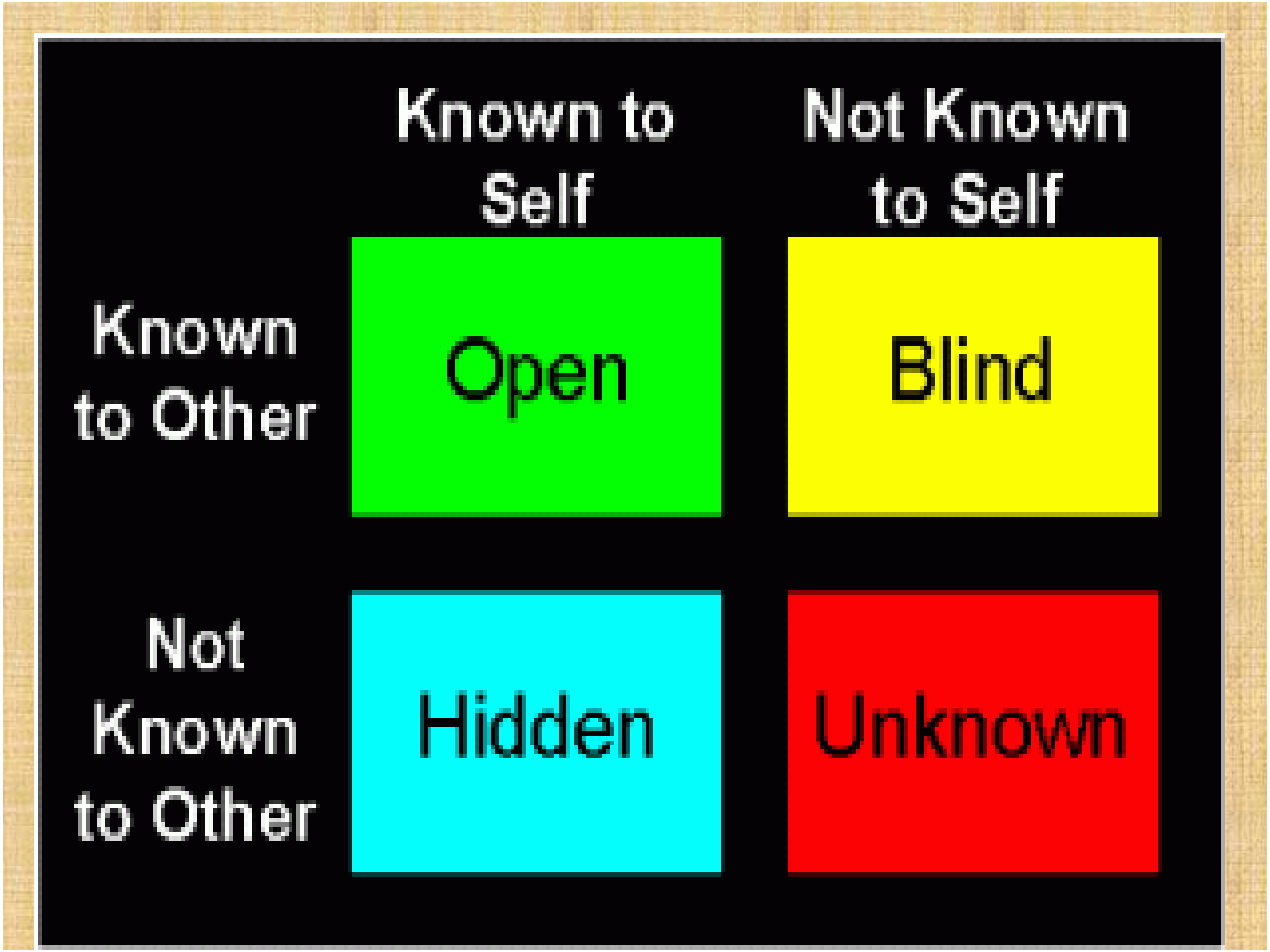
Objective of the Model

- To improve self-awareness, personal development, improving communication, interpersonal relationships among individuals when they are in a group.

- This model is based on two ideas-
  - trust can be acquired by revealing information about you to others
  - learning yourselves from their feedbacks

JOHARY WINDOW




Known to Self
Not Known to Self
Known to Other
Open
Blind
Not Known to Other
Hidden
Unknown

JOHARY WINDOW

OPEN SELF

KNOWN TO ME

KNOWN TO OTHERS

Quadrant I- The Open Area

- This is the information about the person - behavior, attitude, feelings, emotion, knowledge, experience, skills, views, etc - known by the person ('the self') and known by the group ('others').
- The objective is to increase this area as the group is most productive in this quadrant.
- The size of the open area can be expanded horizontally into the blind space, by seeking and actively listening to feedback from other group members. This process is known as 'feedback solicitation'.
- The size of the open area can also be expanded vertically downwards into the hidden or avoided space by the person's disclosure of information, feelings, etc about him/herself to the group and group members.

JOHARY WINDOW

BLIND SELF

UNKNOWN TO ME

KNOWN TO OTHERS

Quadrant 2 – The Blind Spot

- What is **known** about a person by others in the group, but is **unknown** by the person him/herself.
- The aim should be to reduce this area and thereby to increase the open area.
- This blind area is not an effective or productive space for individuals or groups.
- Group members and managers can take some responsibility for helping an individual to reduce their blind area - by giving sensitive feedback and encouraging disclosure.
- Managers should promote a climate of non-judgemental feedback, and group response to individual disclosure, which reduces fear and therefore encourages both processes to happen.

JOHARY WINDOW

HIDDEN SELF

KNOWN TO ME

UNKNOWN TO OTHERS

Quadrant 3 – Hidden Area

- What is known to ourselves but kept hidden and therefore unknown , to others.
- The hidden area could be fears, hidden agendas, manipulative intentions, secrets - anything that a person knows but does not want to reveal.
- Its okay to hide personal information that has no effect on the work. However, if there is anything related to work or performance related it must be placed in open area through the process of disclosure.
- By telling others how we feel increase the open area, which enables better understanding, cooperation, trust, team-working effectiveness and productivity.
- This will also end misunderstanding, poor communication, and confusionetc, which all distract from and undermine team effectiveness.

JOHARY WINDOW

UNKNOWN SELF

UNKNOWN TO ME

UNKNOWN TO OTHERS

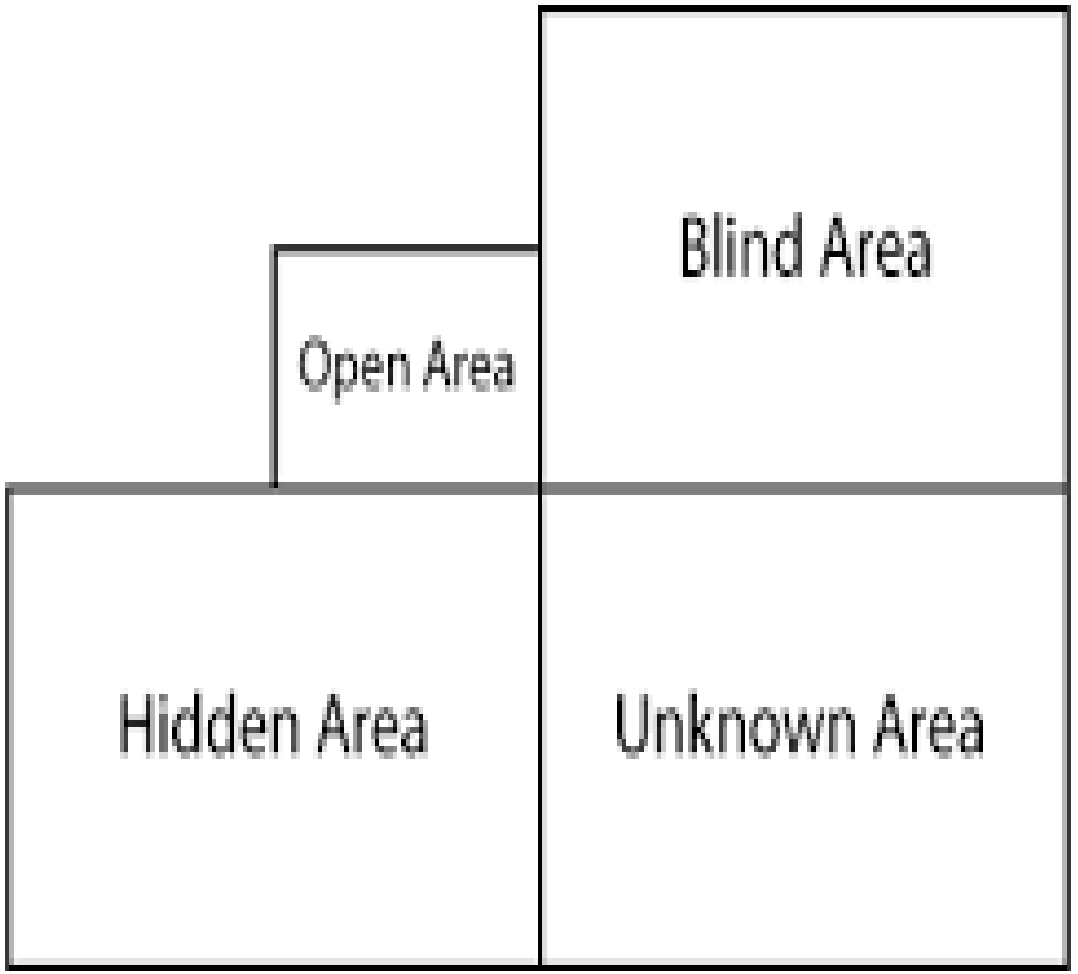
Quadrant 4 – Unknown Self

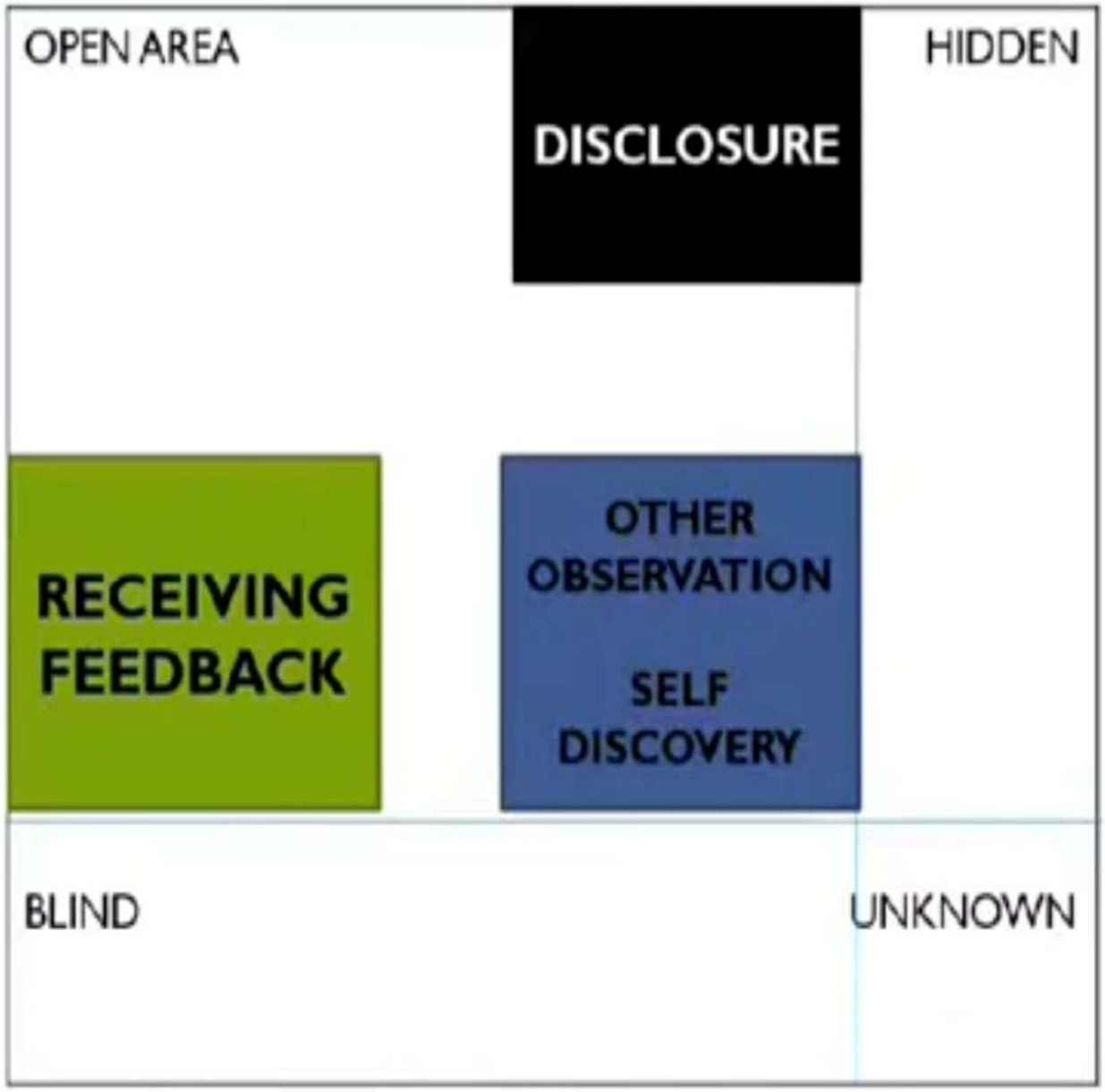
- The Information which are unaware to yourselves as well as others.
- This includes the information, feelings, capabilities, talents etc.
- This can be due to traumatic past experiences or events which can be unknown for a lifetime.
- The person will be unaware till he discovers his hidden qualities and capabilities or through observation of others.
- Open communication is also an effective way to decrease the unknown area and thus to communicate effectively.

Open Self
Information about yourself that you and others know.
Blind Self
Information you don't know but others know about you.
Hidden Self
Information you know about yourself but others don't.
Unknown Self
Information about yourself that neither you or others know.

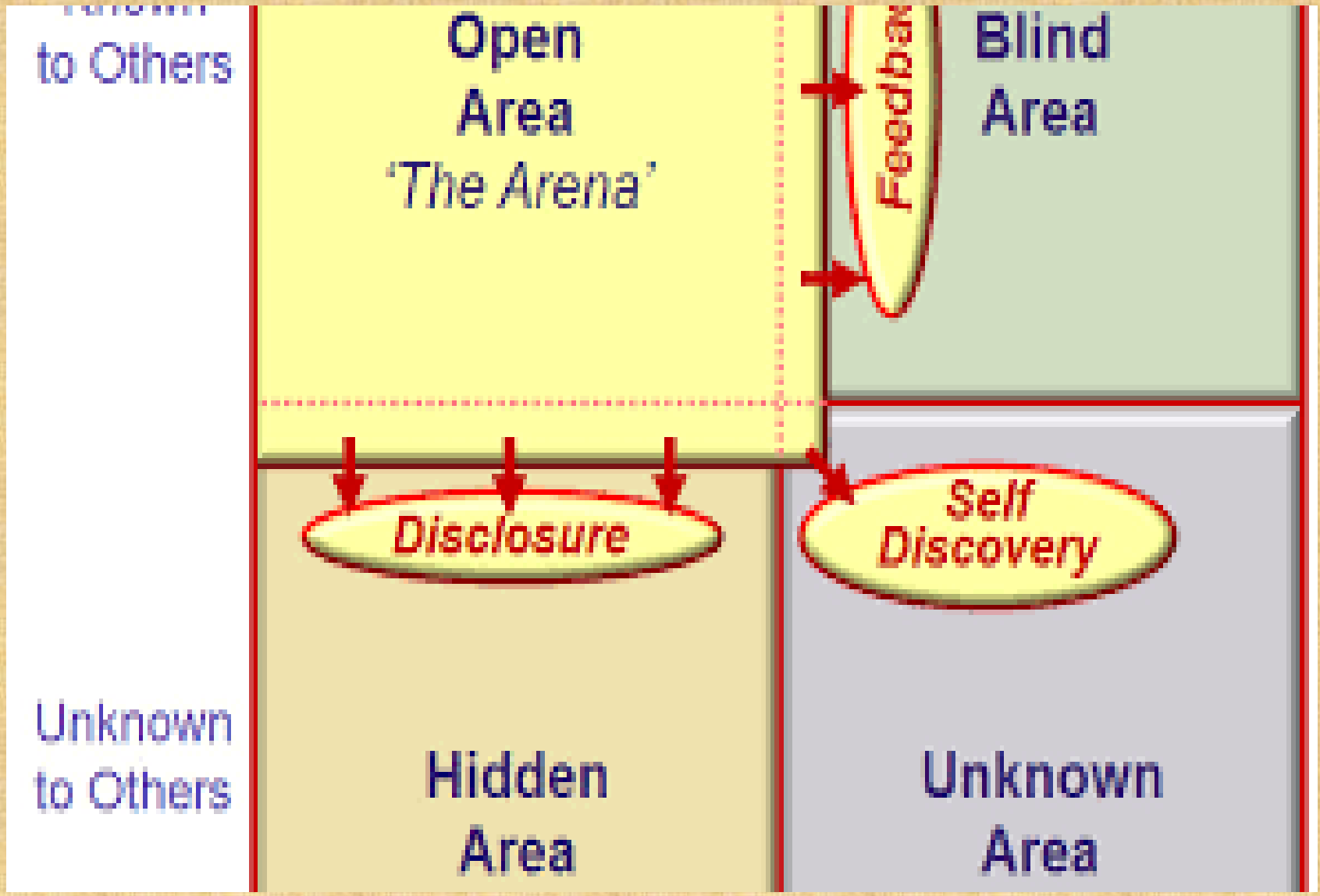
•OPEN AREA •FREE AREA •FREE SELF •OPEN SELF •ARENA	•BLIND AREA •BLIND SELF •BLIND SPOT
•HIDDEN AREA •HIDDEN SELF •AVOIDED AREA •AVOIDED SELF •FACADE	•UNKNOWN AREA •UNKNOWN SELF •UNCONSCIOUS SELF

JOHARY WINDOW




OPEN AREA
HIDDEN
DISCLOSURE
RECEIVING FEEDBACK
OTHER OBSERVATION
SELF DISCOVERY
BLIND
UNKNOWN

JOHARY WINDOW



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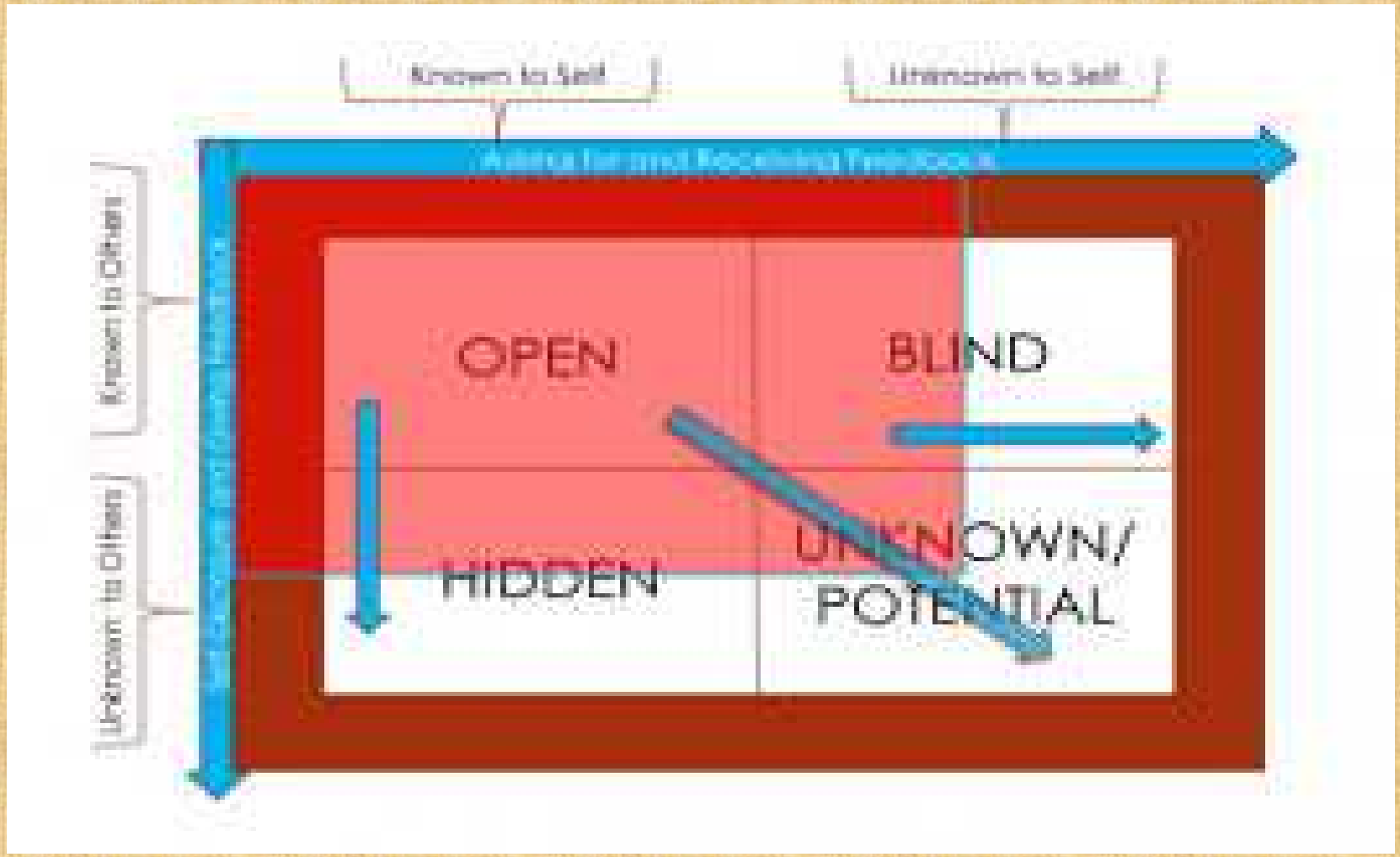


JOHARY WINDOW

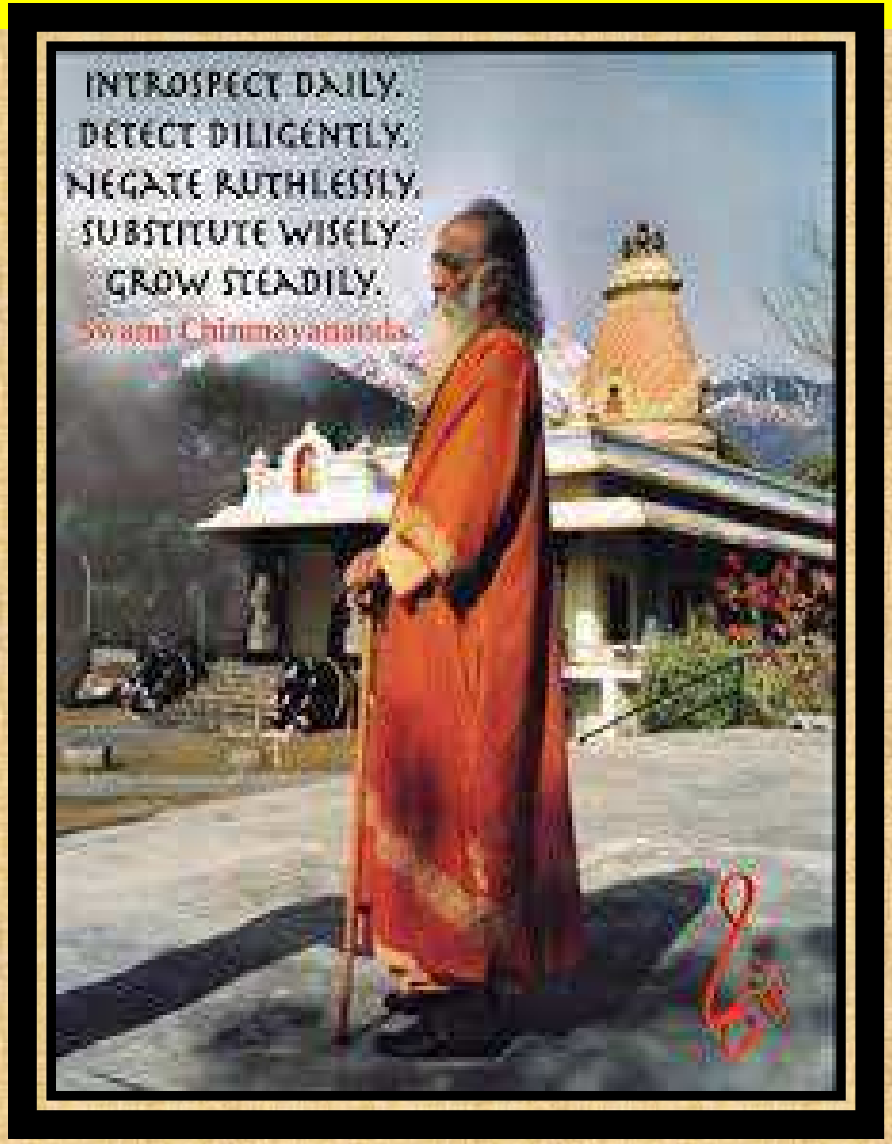
55 ADJECTIVES

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

WHAT ABOUT UNKNOWN SELF

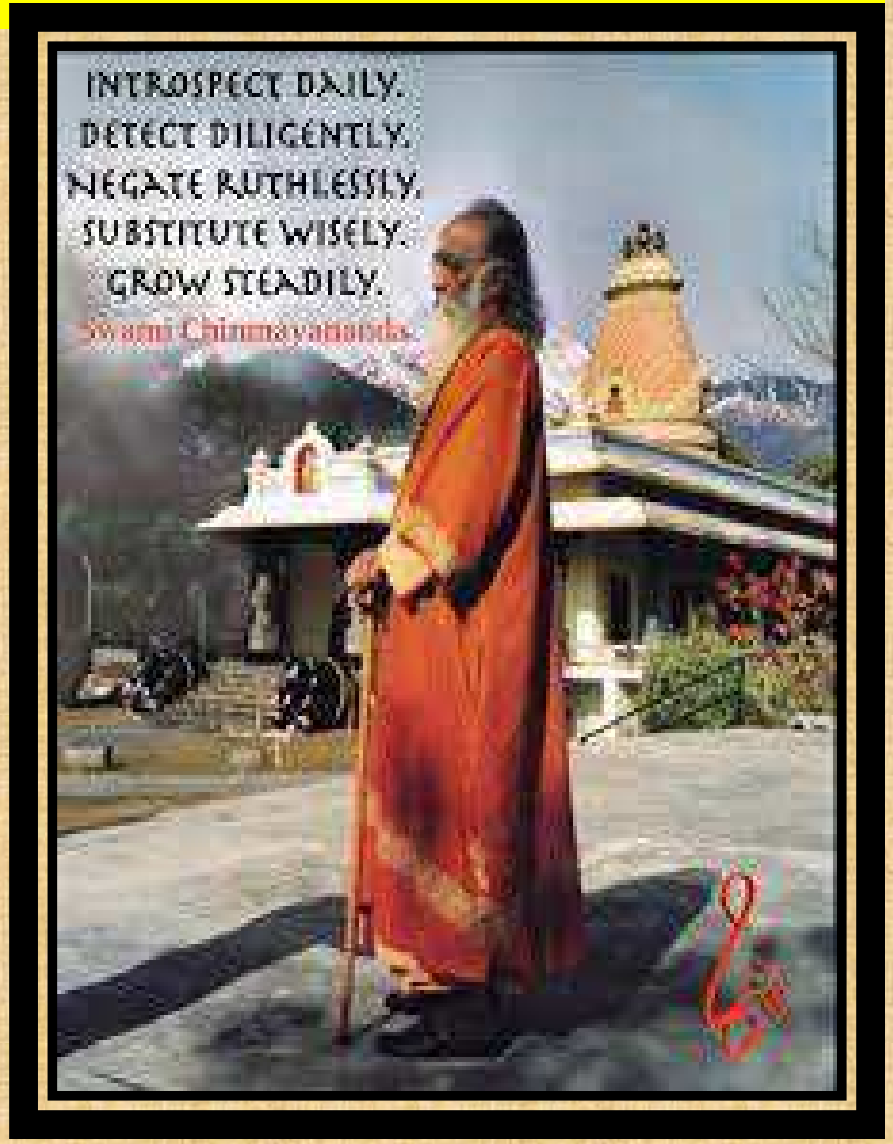
- **UNKNOWN SELF**
- **UNKNOWN TO ME**
- **UNKNOWN TO OTHERS**

HIS ANSWER


INTROSPECT DAILY.
DETECT DILIGENTLY.
NEGATE RUTHLESSLY.
SUBSTITUTE WISELY.
GROW STEADILY.
Swami Chinmayananda.

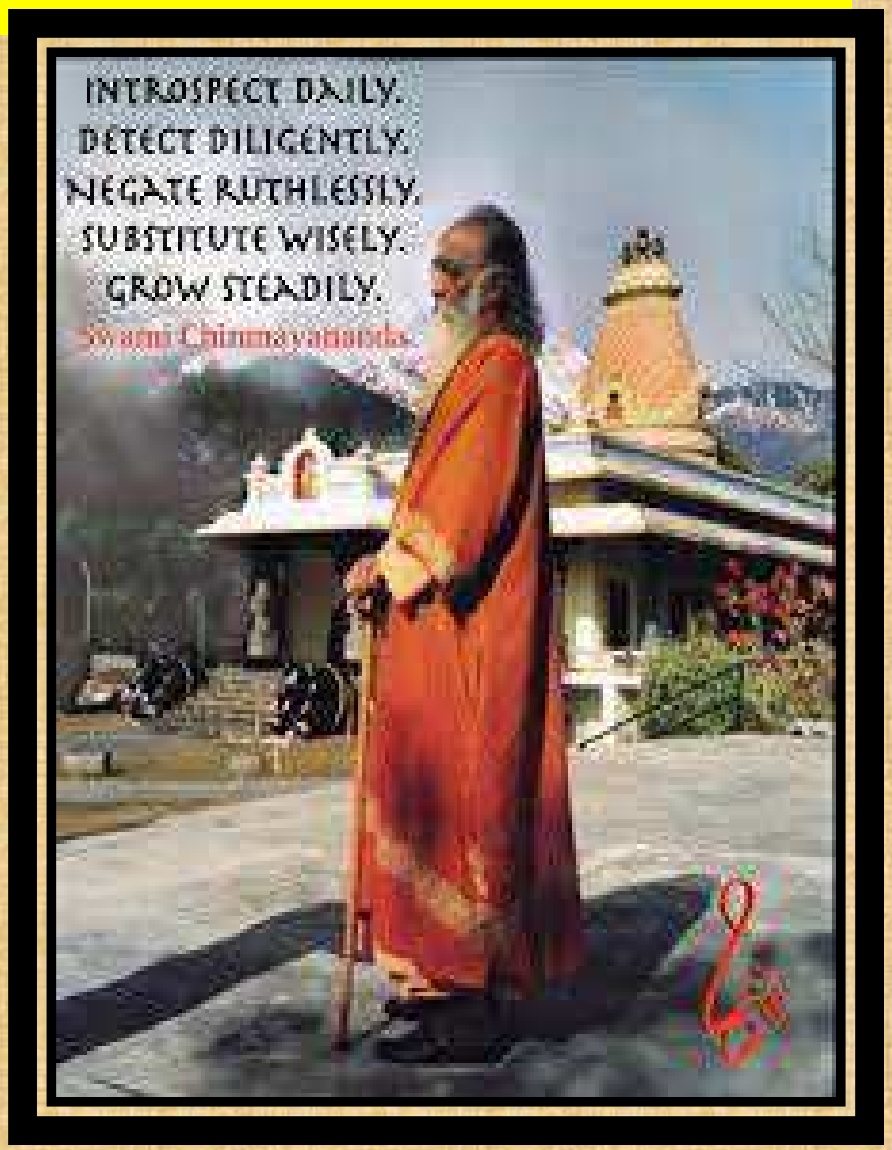
HIS ANSWER

INTROSPECT DAILY



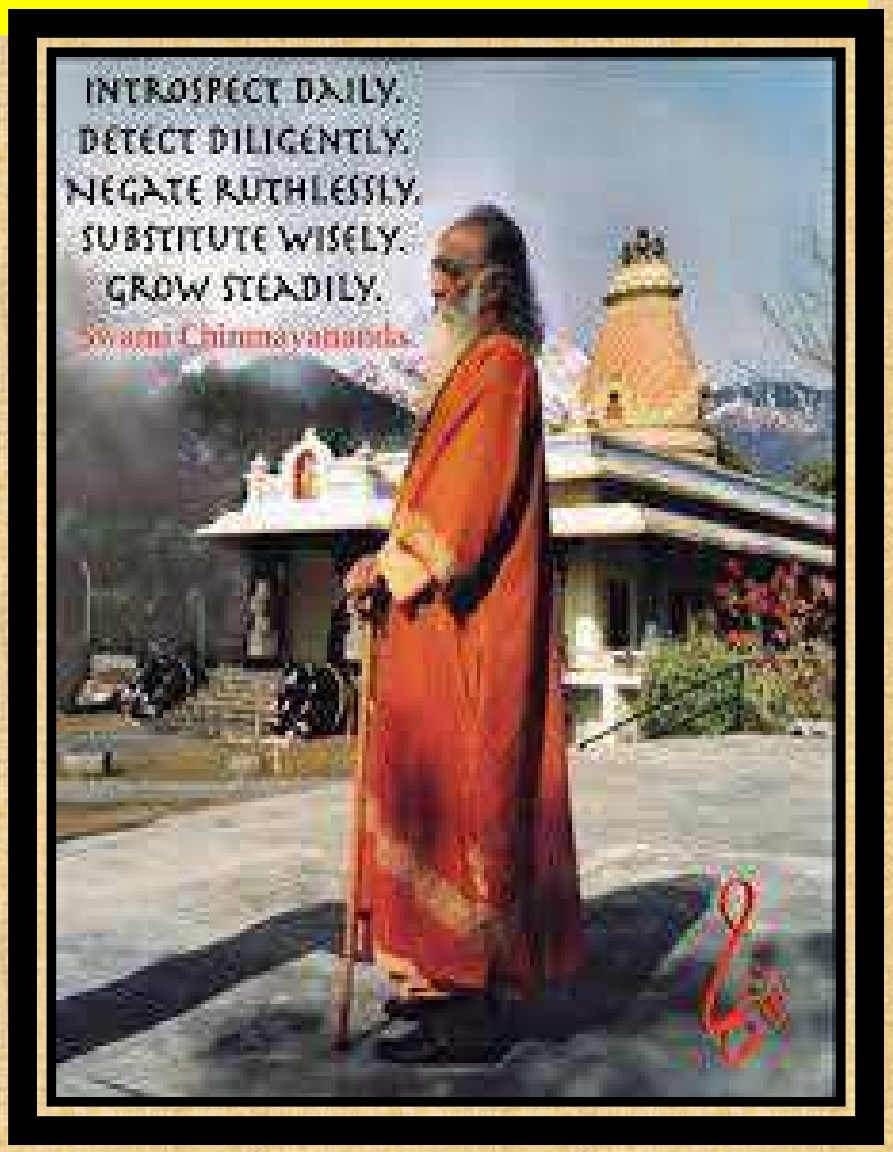
HIS ANSWER

DETECT
DILIGENTLY



HIS ANSWER

NEGATE RUTHLESSLY



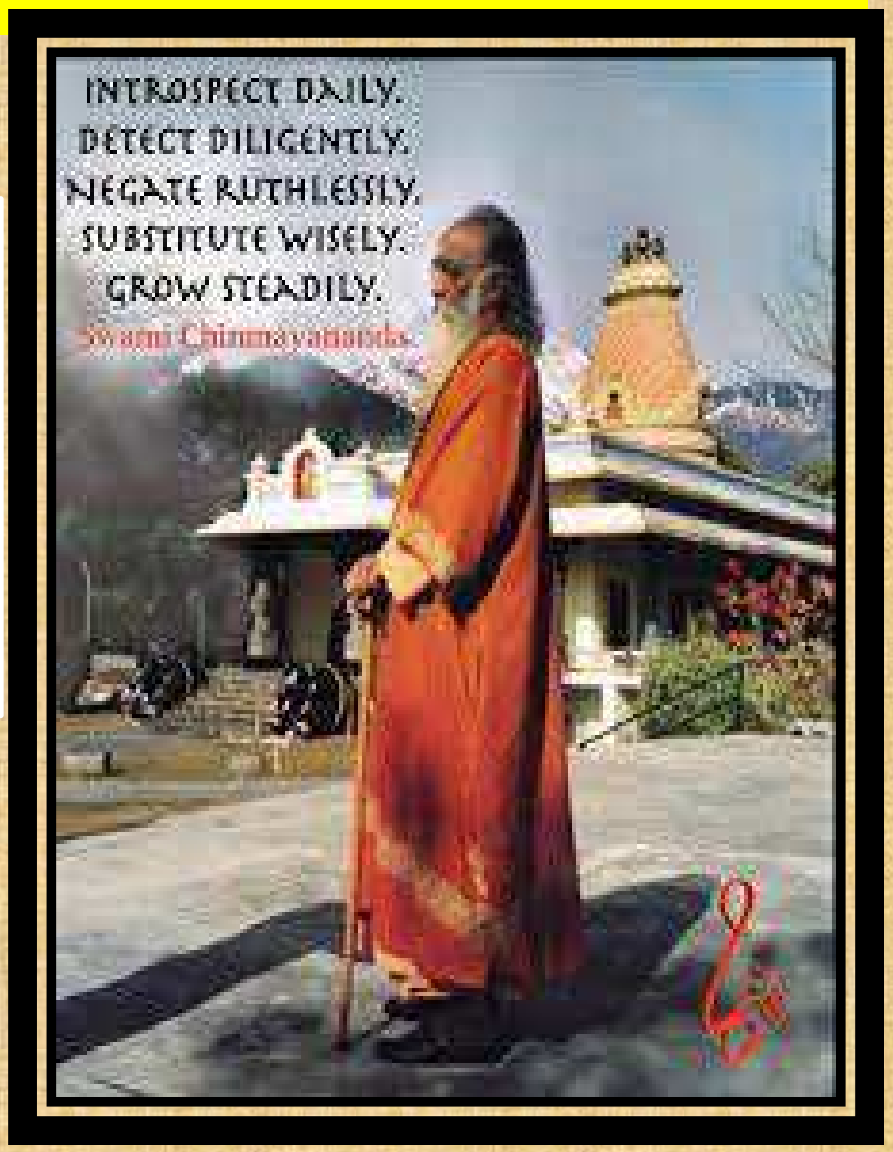
HIS ANSWER

SUBTITUTE

WISELY

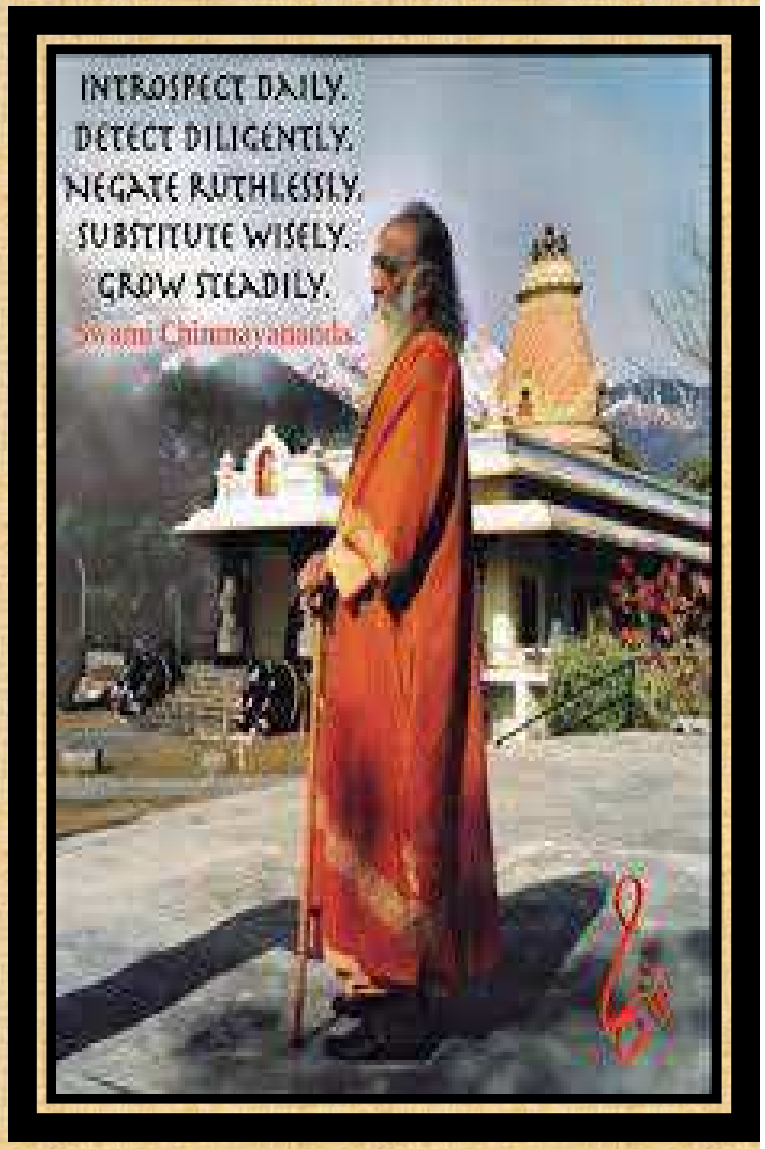
AND GROW

STEADILY

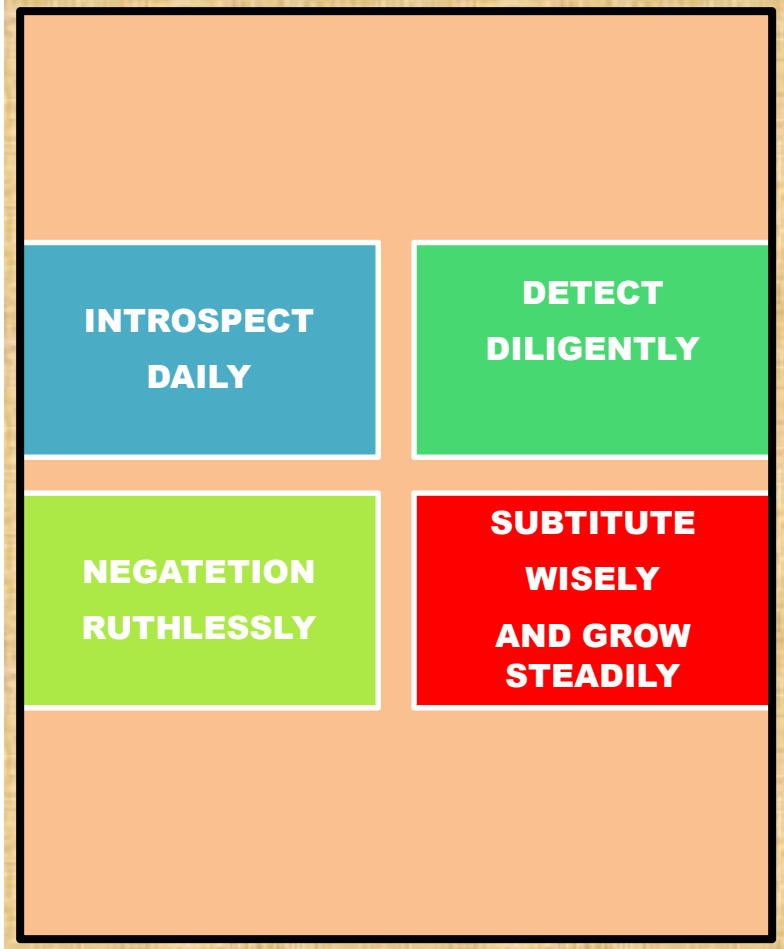


CHINMAYA WINDOW

INTROSPECT DAILY	DETECT DILIGENTLY
NEGATE RUTHLESSLY	SUBTITUTE WISELY AND GROW STEADILY

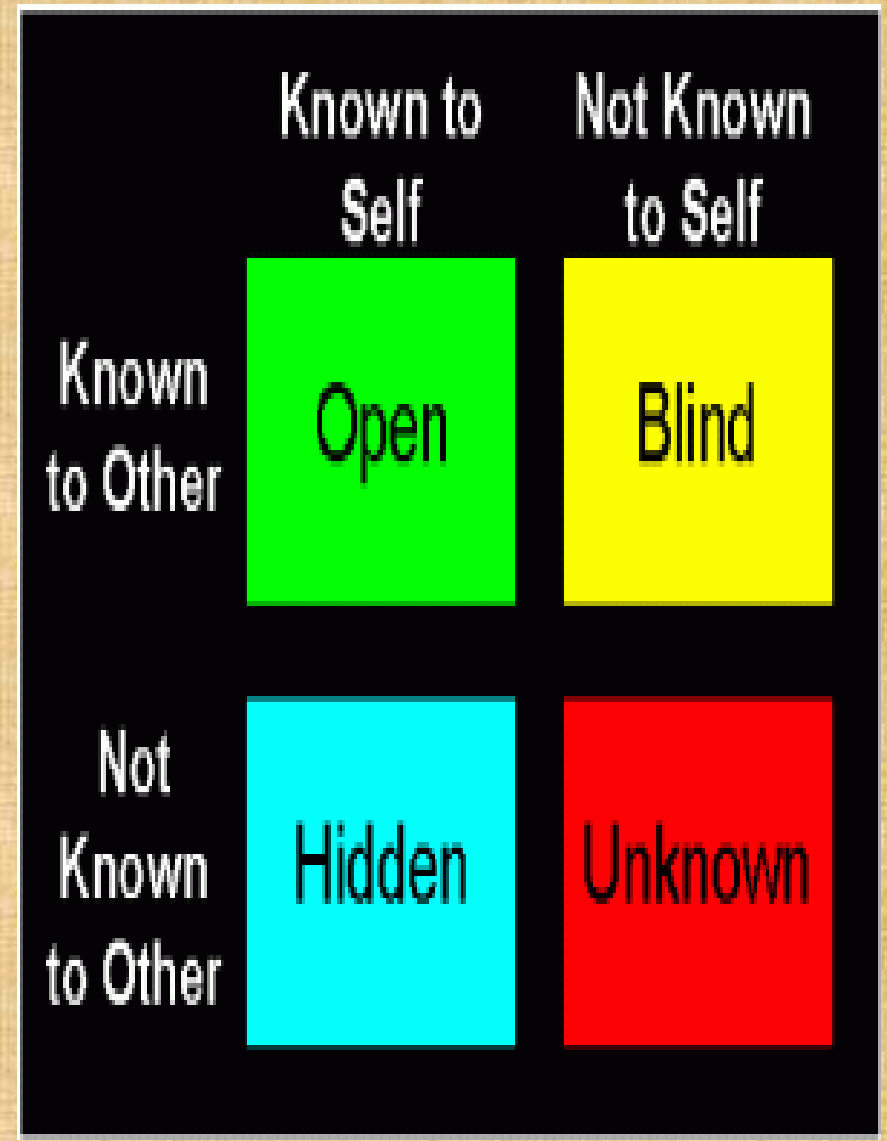


CHINMAYA WINDOW



- MAKE US EMOTIONALY STRONG
- MAKE ABILITY TO FACE THECHALLENGES IN LIFE
- REALIZE THE TEMPORARY NATURE OF FEELINGS
- LEADS TO EVOLUTION

JOHARY WINDOW



CHINMAYA WINDOW

JOHARY WINDOW

- What were the biggest surprises to you regarding the Blind Spots?
  - Which adjectives may be helpful to you since you now know others perceptions and observations?
  - What Hidden adjectives would you like to show more often to your team members?

  What would be the first step you could take to move in this direction?

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EPC:-404 :-15th Days Workshop on

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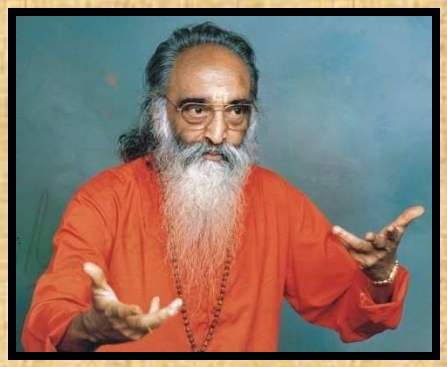
"WE MUST"



THANKS

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