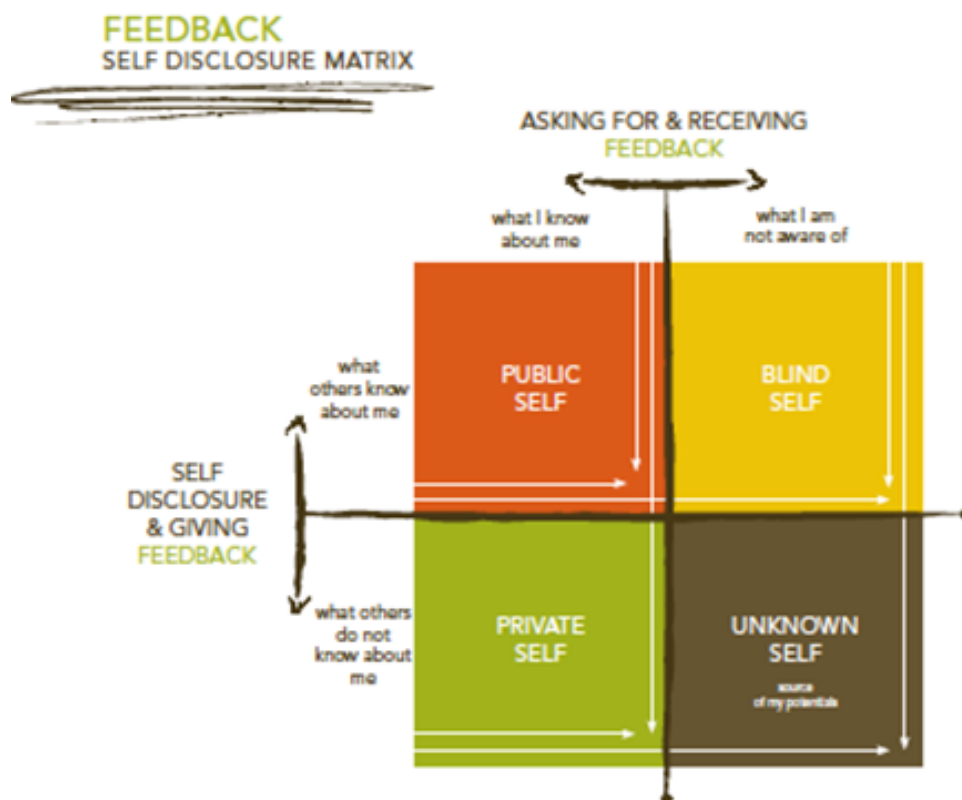


# DEVELOPING MY CHARACTER THROUGH CONSTRUCTIVE FEEDBACK: THE JOHARI WINDOW

A Johari window is a psychological tool created by Joseph Luft and Harry Ingham in 1955. It's a simple and useful tool for growing in self-awareness.



## THERE ARE TWO FACTORS AT WORK WITHIN THE JOHARI WINDOW.

The first factor is what you know about yourself. The second factor relates to what other people know about you.

The model works using four area quadrants.

**Anything you know about yourself and are willing to share is part of your open area – public self.** Individuals can build trust between themselves by disclosing information to others and learning about others from the information they in turn disclose about themselves.

**Any aspect that you do not know about yourself, but others within the group have become aware of, is in your blind self.** With the help of feedback from others you can become aware of some of your positive and negative traits as perceived by others.

There are also aspects about yourself that you are aware of but might not want others to know. This quadrant is known as your private self.

This leaves just one area and is the area that is unknown to you or anyone else – the unknown self.

# THE BALANCE BETWEEN THE FOUR QUADRANTS CAN CHANGE.

You might want to tell someone an aspect of your life that you had previously kept hidden. For example, maybe you are not comfortable contributing ideas in large groups. This would increase your open area and decrease your hidden area.

It is also possible to increase your open area by asking for feedback from people. When feedback is given honestly to you it can reduce the size of your blind area.

Maybe you interrupt people before they have finished making their point which can cause frustration. Alternatively people may always want to talk to you because you are a good listener. Sometimes you don't realise these aspects of your character until it is pointed out.

By working with others it is possible for you to discover aspects that neither of you may never have appreciated before. Some examples of unknown factors can be as follows:

- an ability that is underestimated or untried through lack of opportunity, encouragement, confidence or training
- a natural ability or aptitude that a person doesn't realise they possess
- a fear or aversion that a person does not know they have
- an unknown illness
- repressed or subconscious feeling
- conditioned behaviour or attitudes from childhood

**From a practical point of view in using the Johari window you need to look at two steps.**

**Step one:** The place to start in the Johari window is in the open area. Make some notes about yourself. What are your strengths and your weaknesses? What are you comfortable with and willing to share with others? Try and be honest and clear about what you know about yourself already.

**Step two:** Involve other people and ask for feedback about yourself. Be prepared to seriously consider it. That doesn't mean that you have to do everything that's suggested, but you should at least listen and think about it. Then give the person who provided the feedback some acknowledgement or thanks for making the effort. Depending on how confident you are you might prefer to do this as either a group exercise or on a one to one basis. Remember that giving effective feedback is a skill and some people may be better at it than others. When receiving feedback, be respectful, listen and reflect on what has been said. It may be on receiving feedback you may want to explore it further that can lead to discovery about yourself.

## Harry Potter

		Known to Self	Not Known to Self
Known to Others		<ul style="list-style-type: none"> <li>* Orphan</li> <li>* Aunt, Uncle, and cousin don't like him</li> <li>* Parents died in car accident</li> </ul>	<ul style="list-style-type: none"> <li>* Wizard</li> <li>* The Boy Who Lived</li> <li>* He Who Must Not be Named killed his parents and tried to kill him</li> <li>* Mother was muggle-born witch</li> <li>* Father a wizard and Seeker</li> <li>* His father bullied Snape</li> </ul>
	Not Known to Others	<ul style="list-style-type: none"> <li>* Mistreated</li> <li>* Lives under the stairs</li> <li>* The snake talked to him</li> <li>* The glass wall disappeared</li> <li>* Family ignores his birthday</li> </ul>	<ul style="list-style-type: none"> <li>* Excellent on a broom stick</li> <li>* His scar connects him to Voldemort</li> <li>* He will choose a wand that's twin was Voldemort's</li> <li>* He's very brave and courageous</li> </ul>



## The Johari window as a tool does have its drawbacks:

Some things are perhaps better not communicated with others. People may pass on the information they received further than you desire. Some people or cultures have a very open and accepting approach to feedback and some do not. People can take personal feedback offensively so it's important when facilitating to exercise caution and start gradually.

Just as an example, opposite is one from a wizard: