

CHAPTER 22 : SELF-KNOWLEDGE

UNDERSTANDING YOURSELF THROUGH JOHARI WINDOW MODEL

Johari Window is a tool to help us find the answer in oneself so as to get self-understanding and to train self awareness , personal development, improving communications, interpersonal relationships, group dynamics, team development, and intergroup technique.

THE JOHARI MODEL

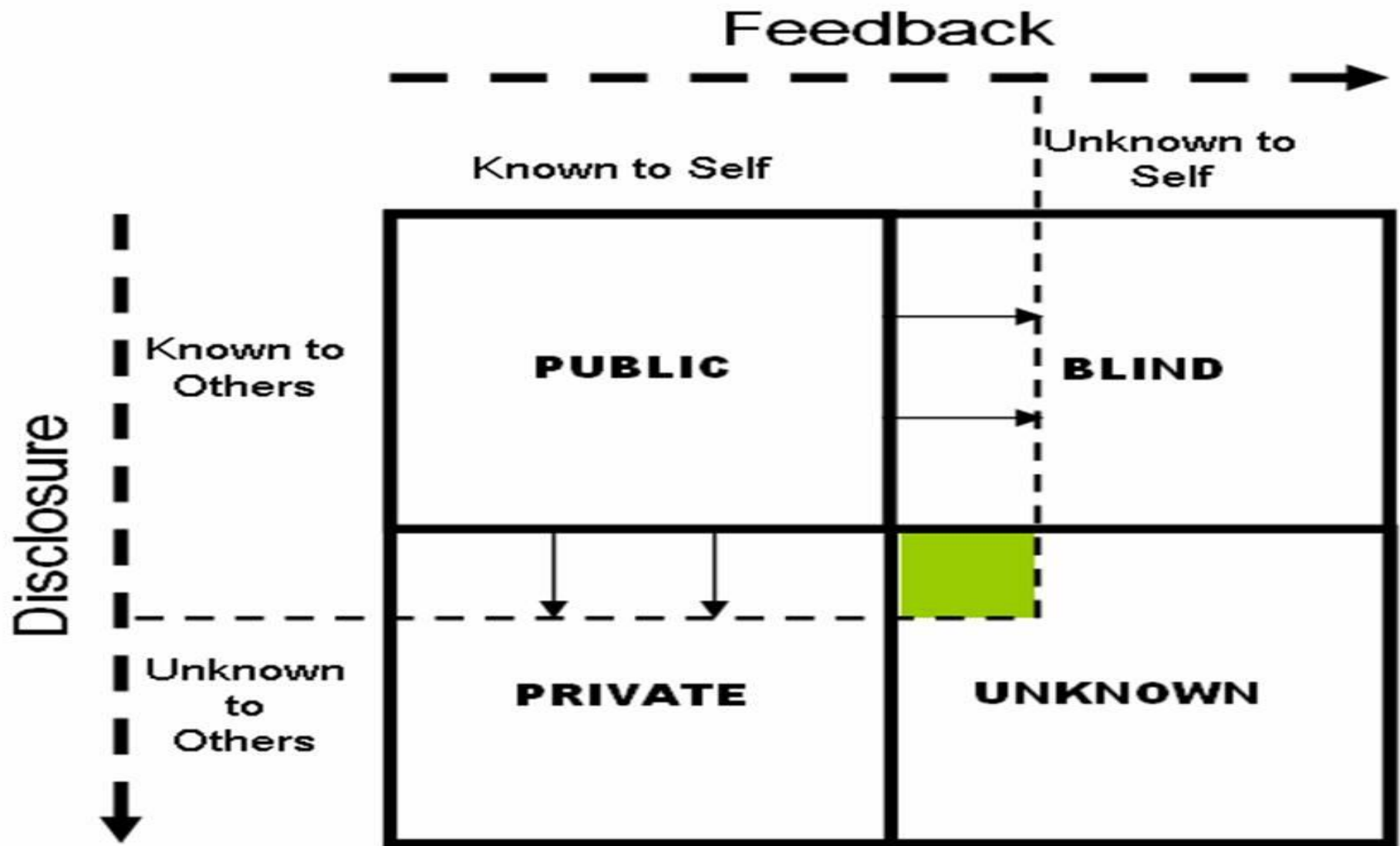
- It was named after two American Psychologists : Joseph Luft and Harry Ingham.
- This is influenced the soft skills of the personal development which says “the self” is divided into four parts.

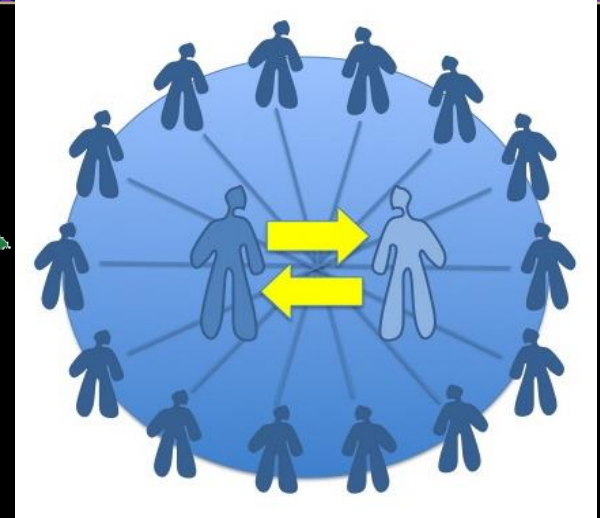
THE JOHARI WINDOW

Personal awareness is divided into four types (four selves):

1. Open self
2. Hidden (private) self
3. Blind self
4. Unknown self

Johari Window





“Disclosure and feedback will help you reduce the blind area. This requires cooperation of others and willingness to invite and accept such feedback.”

FEEDBACK

- It is an act as a mirror who does not judge or evaluate but simply reflects what appear before you.
- Goals of feedback are to raise more self-awareness, to improve relationship, to foster personal growth.

PUBLIC SELF

- We need to enhance more open area for effective communication and relationships.
- These people with more open self can inspire trust. They are approachable and easy to talk to. While communication openly, they get along well with others.
- Everyone as leaders need to have this open self when doing self-disclosure and feedback which are important for leadership development and teamwork.

PRIVATE (HIDDEN) SELF

- Things you know yourself but others do not. You are hiding yourself away and refuse to have some discussion with others.
- Examples are fears, dreams or your embarrassing or shameful thoughts you do not share with others.
- More disclosure builds more trust. When working as a team, you can assign an appropriate job that fits your people.

BLIND SELF

- This is the area that the views from others having on you are different from your views on yourself.
- For example, you think you are intelligent but others see that you are arrogant.
- Students think that this teacher is so strict but she views herself as a kind one..
- We may be limited by our fears and we cannot accept some parts of ourselves. Let someone open this window with compassion and kindness.

UNKNOWN SELF

- The area where neither you nor others see. This is an area for mutual discovery, and collaboration.
- Some may be discovered later on when we have our new experiences together after training, workshop or camp.
- By interacting and building relationship, we can have more surprises in one another for further actions.

WHY IS SELF-KNOWLEDGE IMPORTANT?

- The four selves are not equal in size. Ideally, you need enlarge the open area where yourself is shared to the public. So,
- You should accept ourselves and be truly happy living with yourselves.
- You can be empowered by building up on your strengths. Enjoy interactions, trust, feedback
- When improving yourselves, you set goals which matches to your abilities.
- You can be integrated, and honest to yourselves so you can resist the social pressure.

EXAMPLE

Kate is so proud of her excellent score in Math. She helps everyone solve math problems and feels good that she can help other people. However, some people do not like the way she does. They think she is a perfectionist who is too confident. She is wondering why some friends do not talk to her. Which one of the four selves represents Kate?

1. Public self
2. Private self
3. Blind self
4. Unknown self

REFLECTION

1. Describe your four selves
2. In which context do you think you can apply these ideas for a better life/world? Give an example