



# PERSONAL GROWTH LAB

IIIT, Sri City

Interpersonal Relationships

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# Johari Window

## Introduction



# Why Give and Receive Feedback?

- Allows personal growth and improvement.
- Enables the provider to recognize weaknesses and self and correct
- Enables the receiver to gain insights and action
- Creates an open environment for effective interpersonal communications.
- Aids in preparing for the future, than dwelling on the past.
- Is a tool for continuous learning
- **Criticism** - is judgmental, negatively evaluative, and often accusatory

# What is Johari Window?

- A simple and useful tool developed by American psychologists Joseph Luft and Harry Ingham in the 1950's, calling it 'Johari' after combining their first names, Joe and Harry.
  1. For self-awareness
  2. Personal development
  3. Group development and
  4. Understanding relationships
- The model is also referred to as a 'disclosure/ feedback model of self awareness', and by some people an 'information processing tool'.

# Purpose of Johari Window

- Understand the value of self disclosure
- To be self-aware & understand the degree to which others know us
- To help people understand their interpersonal communication and relationships better
- Encourage people to give and accept feedback when working together to achieve common goals

# Johari Window

- The four panes are interrelated
- Changes to one pane impact the size of the others
- As relationships develop, the open area should grow

# Johari Window



1. Open area, open self, free area, free self.
  2. Blind area or 'blind-spot'
  3. Hidden self, avoided area or 'façade'
  4. Unknown area or unknown self
- The bigger the window on the left side of the pane, the more self aware you are

# Open Area

- Represents the “public” or “awareness” area and contains information that both you and others know
- Information that you don’t mind admitting or sharing
- Gets bigger over time as relationships mature
- A productive relationship is related to the amount of mutually held information
- Building a relationship involved expanding this area

<b>Open</b> Information about you that both you & others know.	<b>Blind</b> Information about you that you don't know but others do know.
<b>Hidden</b> Information about you that you know but others don't know.	<b>Unknown</b> Information about you that neither you nor others know.

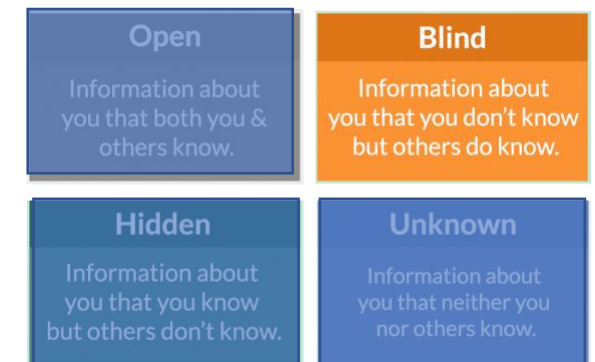


# Open Area

- This information is about the person's - behavior, attitude, feelings, emotion, knowledge, experience, skills, views, etc. - known by the person ('the self') and known by the group ('others').
- Open area is the area where effective communication and cooperation occur, free from distractions, mistrust, confusion, conflict and misunderstanding.
- It is recommended to develop 'open area', because when we work in this area with others, we are at our most effective and productive.

# Blind Spot

- Information about yourself that others know but you are not yet aware
- Others may see you differently than you see yourself
- Effective relations strive to reduce this area
- Open communication encourages people to give you feedback
- Not an effective or productive space for individuals or groups



# Blind Spot

- This information what is known about a person by others in the group, but is unknown by the person him/herself
- Could also be referred to as ignorance about oneself, or issues in which one is deluded
- Also include issues that others are deliberately withholding from a person
- Aim is to reduce this area by soliciting feedback from others and thereby to increase the open area, i.e., to increase self-awareness
- People take responsibility for reducing the blind area - in turn increasing the open area - by giving sensitive feedback and encouraging disclosure

# Hidden Self

- This is the information known to ourselves but kept hidden from, and therefore unknown, to others
- Represents information, feelings, etc, anything that a person knows about him/self, but which is not revealed or is kept hidden from others
- Include sensitivities, fears, hidden agendas, manipulative intentions, secrets - anything that a person knows but does not reveal

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# Hidden Self

- Relevant hidden information, feelings, etc., should be moved into the open area through the process of 'self-disclosure' and 'exposure process'
- Information that you know that others do not
- Private feelings, needs, and past experiences that you prefer to keep to yourself
- If this area is too large, you can be perceived as lacking authenticity
- Various factors influence preparedness to disclose hidden selves.
- The extent to which an individual discloses personal feelings and information, and the issues which are disclosed, and to whom, must always be at the individual's own judgment and maturity.

# Unknown Area

- This contains information, feelings, latent abilities, aptitudes, experiences etc that are unknown to the person him/herself and unknown to others in the group.
- Can be prompted through self-discovery or observation by others, or through collective or mutual discovery, Counseling can also uncover unknown issues
- Again as with disclosure and soliciting feedback, the process of self discovery is a sensitive one

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# Unknown Area

- One can create an environment that encourages self discovery, and to promote the processes of self discovery, constructive observation and feedback to others
- Information that is unknown to you and to others
- Areas of unrecognized talent, motives, or early childhood memories that influence your behavior
- Always present, never disappears
- Open communication can expose some of this area
- The unknown area could also include repressed or subconscious feelings rooted in formative events and traumatic (painful ) past experiences, which can stay unknown for a lifetime

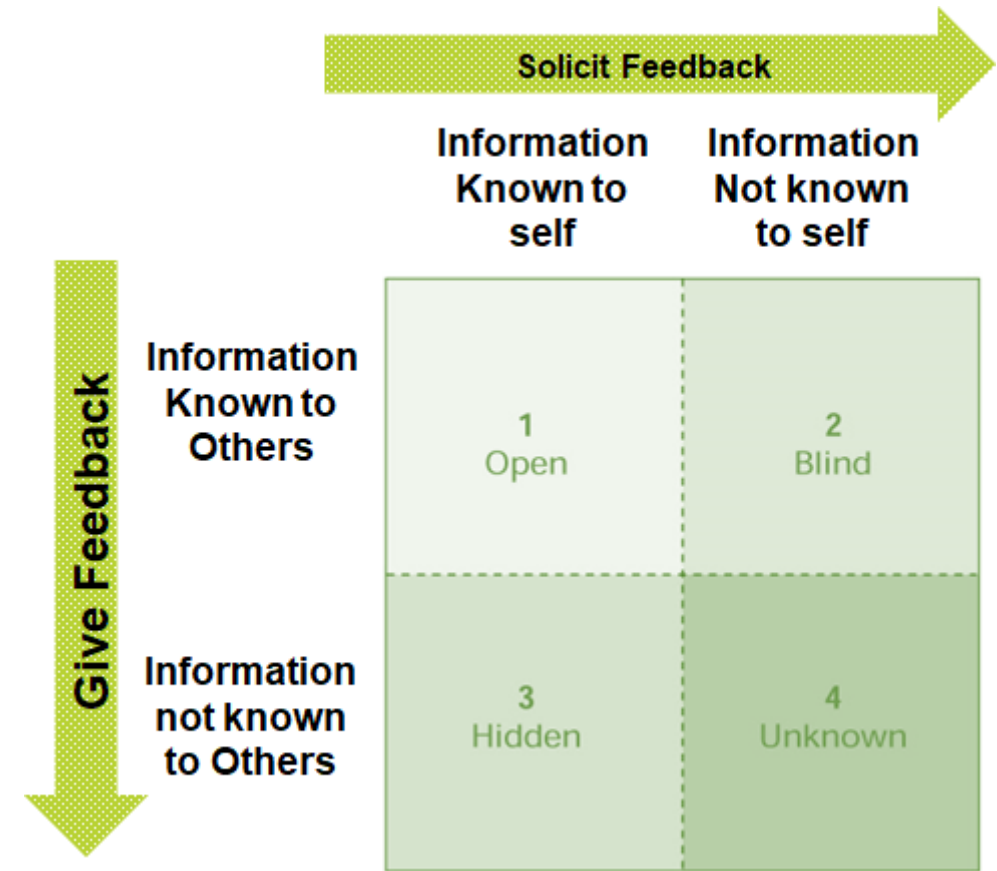
# Self-Disclosure & Feedback Styles

- Two communication processes within our control that impact relationships:
  1. Self-disclosure of thoughts, ideas, and feelings
  2. Seeking feedback from others
- Characteristics of using both effectively:
  - Candor
  - Openness
  - Mutual respect



# How Can We Develop?

- Your willingness or unwillingness to engage is self-disclosure, and listen to feedback, has a lot to do with your understanding of yourself and others' understanding of you.



# Learnings from Johari Window

- It is a growth experience.
- You discover a lot about yourself.
- You can identify ways of making your '*Arena*' bigger and your '*Blind Spot*', '*Façade*' and '*Unknown*' smaller.
- You will always have potentials for growth.
- By continuously developing yourself, you can build fruitful relationships and achieve greater results

# Points to Consider

- When we work in Open area with others we are at our most effective and productive, and the group is at its most productive too.
- Established team members logically tend to have larger open areas than new team members.
- New team members start with relatively small open areas because relatively little knowledge about the new team member is shared
- Reduce the Blind Area by Using Solicit Feedback from others, this will expand the open area

# Points to Consider

- Relevant hidden information and feelings, etc., should be moved into the open area through the process of 'disclosure' thereby increasing the open area
- Reducing hidden areas also reduces the potential for confusion, misunderstanding, poor communication, etc., which all distract from and undermine team effectiveness
- Will help by creating an environment that encourages self-discovery, constructive observation and feedback among us

# At The Best

- Increasing the Open Area
  - Feedback develops the open area by reducing the blind area.
  - The open area can also be developed through the process of disclosure, which reduces the hidden area.
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- The unknown area can be reduced by
    - Observation
    - Self Discovery
    - Mutual Enlightenment
    - Group Discussion

# Strengths & Benefits

- Easy to grasp, flexible outcomes.
- The method catalyzes open information sharing.
- The method will create a shared reference point.
- You can use it to help people understand and improve interpersonal communication and relationships.

# Limitations/Disadvantages

- Some things are perhaps better not communicated.
- Some people may pass on the information they received further than you desire.
- Some people may react negatively.
- A useless exercise if it is not linked to activities that reinforce positive behavior, or that correct negative behaviors.

# Applications

- How individuals communicate with themselves and with others.
- How individuals present themselves to themselves and to others.
- How individuals perceive their place in the world.
- As a management tool to demonstrate the dynamics in a team.
- As a self-development tool that helps to consider one's own 'behavior vs. reaction'.



Thank You