

Johari Window Questionnaire

This questionnaire contains 20 pairs of statements which give different views on certain things. Using a five-point rating scale, circle the number that most closely reflects your view according to the following:

(2) Strongly agree with the statement on the left.

(1) Agree with the statement on the left.

(0) Neutral.

(-1) Agree with the statement on the right.

(-2) Strongly agree with the statement on the right.

Please try not to “sit on the fence”, unless you genuinely feel you do not lean either way.

1	I find the comments of others helpful in learning how to do things.	2	1	0	-1	-2	Most times I can learn to do things for myself.	F	D
2	I usually keep my views to myself if I disagree with someone.	2	1	0	-1	-2	I usually tell someone if I disagree with him.	F	D
3	It's up to my manager to tell me how I'm doing.	2	1	0	-1	-2	From time to time I ask my manager how I'm doing.	F	D
4	When I don something new, I judge myself by my own standards.	2	1	0	-1	-2	When I do something new, I like to be told how I've done.	F	D
5	In team meetings I seek the views of others.	2	1	0	-1	-2	In team meetings it is up to others to state their views.	F	D
6	I tend to control my behavior when my colleagues are around.	2	1	0	-1	-2	I tend to behave quite naturally in the presence of my team.	F	D
7	I am interested in what others think of me.	2	1	0	-1	-2	Other people's views are their concern.	F	D
8	I tend to speak up for my view.	2	1	0	-1	-2	I tend to listen to others.	F	D
9	I like to seek the reactions of others to my work.	2	1	0	-1	-2	At the end of the day, I'm paid to come up with my own ideas.	F	D
10	I am generally quite self-sufficient.	2	1	0	-1	-2	I like to know where I stand with others.	F	D
11	Colleagues usually know where they stand with me.	2	1	0	-1	-2	Sometimes my colleagues are uncertain about my position.	F	D
12	Generally, I find it informative to hear what others say about me.	2	1	0	-1	-2	I dislike to hear what others think of me.	F	D

13	In relationships, I keep my feelings to myself.	2	1	0	-1	-2	In relationships, I make my feelings known.	F	D
14	Sometimes I openly express anger.	2	1	0	-1	-2	People rarely see my angry.	F	D
15	I tend to keep my shortcomings to myself.	2	1	0	-1	-2	I sometimes talk to others about areas where I could improve.	F	D
16	When a friend seeks my views, I usually give them.	2	1	0	-1	-2	I am usually cautious about being too open, even with a friend.	F	D
17	In relationships, there are some things people should keep to themselves.	2	1	0	-1	-2	In relationships, it is best to be open and honest about everything.	F	D
18	In a work group, I will disagree even if I oppose the majority.	2	1	0	-1	-2	In a work group, I rarely oppose the common view.	F	D
19	When writing something, I prefer to put my ideas down on paper first.	2	1	0	-1	-2	When writing something, I prefer to bounce my ideas off someone.	F	D
20	People I work with do not know my views on most things.	2	1	0	-1	-2	People I work with know where I stand on most things.	F	D

Scoring your Johari Window questionnaire:

- Please mark your questionnaire using the instructions below:
 - If you have marked either **1** or **2** on questions **1, 5, 7, 9** or **12**, circle the **F** in the right-hand column
 - If you have marked either **-1** or **-2** on questions **3, 4, 10, 17** or **19**, circle the **F** in the right-hand column
 - If you have marked either **1** or **2** on questions **8, 11, 14, 16** or **18**, circle the **D** in the right-hand column
 - If you have marked either **-1** or **-2** on questions **2, 6, 13, 15** or **20**, circle the **D** in the right hand column
- Now add up the number of **F**s you have circled, and then add up the number of **D**s. They should each total between 0-10.
- Next plot your scores on the model below. Draw a continuous vertical line down from your **F** score and a continuous horizontal line across from your **D** score, so that the model is divided into 4 quadrants. This gives an indication of your own “Johari Windows”.

Your Johari Window

