Assignment – 2

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The Johari Window is a technique for improving self-awareness of an individual. It helps in understanding your relationship with yourself and others. It is represented as a window with four panes. Two of these panes represent self and the other two represent the part unknown to self but known to others. The four panes are named as open area, blind area, hidden area, unknown area.

In the open area the characteristics of the person known to the person as well as known to others are present. This is the area where all the communications in the person's life occur, the larger this area gets the stronger the person's relationships become. Through 'Feedback solicitation' that is through the process of understanding and listening to others feedback the open area can be increased horizontally. Through 'Self-disclosure' that is the process of revealing

one's feelings the open area can be increased vertically.

In the blind area the characteristics of the person that are known to others but are unknown to the person are present. This is the area where all the person's subconscious attributes and characteristics are present. This area can be reduced by feedback solicitation.

In the hidden area the characteristics of the person that are known to the person but are unknown to others are present. This area is also called façade since all the information that the person is reluctant to reveal is present. This includes all the information that the person keeps private like past experiences, fears, secrets, etc. This area can be reduced by self disclosure.

In the unknown area the characteristics that are unknown to both the person and to others are present. The person will be unaware of these characteristics or qualities until he discovers them through observation of others. This area can be decreased through participate in open communication.

A person's Johari Window can be built in the following manner. At first the person selects a set of adjectives from a list of adjectives they feel best describe themselves. Then others in the person's team or organisation are asked to select a set of adjectives form the same list of adjectives that best describe the person. Then the adjectives that are selected by both the person and others to describe the person are placed in the open area. The adjectives that are selected by others but not selected by the

person are placed in the bind area. The adjectives that are selected by the person but not selected by other are placed in the hidden area. Finally the adjectives that are neither selected by the person nor by others are placed in the unknown area.

The Johari Window helps us improve our self-awareness and interpersonal communication by helping us understand the difference between how we see ourselves and how others see us. By understanding this difference properly we can improve our interpersonal relations by working on increasing our open area through decreasing our blind area and hidden area. By increasing the open area we can have a strong mutual understanding with our group or team which helps in building interpersonal relations.

By using the Johari Window one can get to know what are the characteristics that are obvious to themselves and others, that are subconscious that is obvious to others but not to themselves and that are hidden or that are a facade that is, characteristics that are know to self but not obvious to others. By knowing and understanding these characteristics of themselves one can improve upon their interpersonal relations by engaging in feedback solicitation to increase one's open area by decreasing their blind area. They can also improve upon this by engaging in discloser which increases one's open area by reducing their hidden area. In this way one can increase their open area and can be part of a group that has strong mutual understanding, in turn improving their interpersonal communication.

When one wants to improve their self-awareness, that is they want to decrease their unknown area. This can be achieved in many ways by looking at the Johari Window we can see that unknown area can be reduced either by increasing one's open area or blind area or hidden area. The hidden can be reduced by others' observation which increases the blind area or it can be reduced by self-discovery which increases one's hidden area or it can happen through mutual enlightenment via group discussions and experiences which increases the open area as the unknown area reduces.

We know that being more open and understandable to others helps in having strong interpersonal relations. That is having more open area in one's Johari Window helps them to have strong interpersonal relations. This open area of oneself can be improved

either by discloser or feedback solicitation. Which reduces one's blind area or hidden area which in turn help others to better understand us and also help us in understanding ourselves. This is extremely useful in situations where for example a new member joined an existing team then since the older members don't know much about the new member, the hidden and unknown areas will be large and the open and blind areas will be small. If the new member is not talkative or interactive then the old members of the team will find the new member to be shy or elusive. By using the Johari Window and taking feedback the new member can try to be more interactive there by decreasing the hidden area and blind area. In this way by increasing the open area the new member will be able to strongly bond with his team members and will be able to achieve most productivity.

Johari Window help us to understand which area is bigger and what action we must take in order to increase one's open area. Without knowing about which area needs the most attention one may find it difficult on how they should improve their open area. In this way by performing the Johari Window activity one can understand how others see him/her and can take the necessary steps to improve their open area.