

The Johari Window

contd.

- If a friend of mine had a “personality conflict” with a mutual acquaintance of ours with whom it was important for him/her to get along, I would:
 - -----A. Tell my friend that I felt s/he was partially responsible for any problems with this other person and try to let him/her know how the person was being affected by him/her.
 - -----B. Not get involved because I wouldn’t be able to get along with both of them once I had entered in any way.
- If one of my friends and I had a heated argument in the past and I realized that s/he was ill at ease around me from that time on, I would:
 - -----A. Avoid making things worse by discussing his/her behaviour and just let the whole thing drop.

- -----B. Bring up his/her behaviour and ask him/her how s/he felt the argument had affected our relationship.
- If a friend began to avoid me and act in a aloof and withdrawn manner, I would:
 - -----A. Tell him/her about his/her behaviour and suggest that s/he tell me what was on his/her mind.
 - -----B. Follow his/her lead and keep our contact brief and aloof since that seems to be what s/he wants.
- If two my friends and I were talking and one of my friends slipped and brought up a personal problem of mine that involved the other friend, of which s/he was not yet aware, I would:

- ———-A. Ask him/her to spell out or describe what s/he had observed and suggest changes I might make.
- ———-B. Resent his/her criticism and let him/her know why I behave the way I do.
- If I were preoccupied with some personal matters and a friend told me that I had become irritated with him/her and others and that I was jumping on him/her for unimportant things, I would:
 - ———-A. Tell him/her I was preoccupied and would probably be on edge for a while and would prefer not to be bothered.
 - ———-B. Listen to his/her complaints but not try to explain my actions to him/her.

- Use the list below to tick all your perceived traits:

Witty	Extroverted	Mature	Self-assertive	Accepting	Friendly
Self-conscious	adaptable	Giving	Nervous	Sensible	Bold
Observant	Brave	Helpful	Organised	Shy	Calm
Patient	Silly	Caring	Independent	Powerful	Smart
Proud	Spontaneous	Clever	Intelligent	Quiet	Sympathetic
Tense	Confident	Kind	Trust-worthy	Dependable	Warm
Modest	Energetic	Idealistic	Intorverted	Logical	Cheerful
Reflective	Sentimental	Nice	Knowledgeable	Wise	Ingenious

- How easy or difficult was it to select the adjectives to describe yourself?
- How easy or difficult was it to select the adjectives to describe your team members? Why?
- After reviewing your complete Johari Window, what were you surprised by?
- What can you do to reduce your Blind Spot and/or facade, and move those traits into your Arena instead?
- How can you apply what you learned about your personality and your teammates' personalities into your everyday work?