Assignment on johari window NAME: RAHUL VARMA

ROLL No: S20200010212

JOHARI WINDOW DEFINITION:   
  
The term "Johari" was formed by combining the first two letters of two American psychologists, Joseph Luft and Harry Lingham who developed the idea of ​​self-awareness in 1955. Psychologists devised the model of self-awareness based on their experience of group dynamics that prevails at the University of California.   
  
Johari Window is a technique used to better understand oneself emotionally and as a person. This self-awareness is believed to help improve one's performance in team activities in a corporate environment.

JOHARI WINDOW is also known as Self Awareness and Information Processing tool, it represents feelings of information, experiences, skills, attitude, motivation, intentions etc. person in relation to his / her team, from four perspectives.

This model is used to show the same information for one team in relation to other teams.

JOHARI WINDOW REPRESENTATION

|  |  |  |
| --- | --- | --- |
|  | Known to self | Not known |
| Known to others | Open area or  arena | Blind spot |
| Not known to others | Hidden area or  facade | Unknown  area |

This model is divided into 4 quadrants that represent your self-awareness and awareness from others.

1. Open area or arena.

2. Blind spot.

3. Hidden area or facade

4. Unknown area.

1. Open area or arena.

The open area or the ‘arena’ represents what a person is aware of himself and also what is known to others.

In the open area, the person knows about his habits, own strengths and others also know about them.

There are no secrets, everything is known to us and others also.

In this section data concerning angle, behavior, emotions, feelings, experience, skills, etc of the person renowned to the person and renowned to the team

The goal of each team is to develop the 'open area' for each individuals, as a result of once we add that space with others, we tend to area unit at the height of our potency and productivity, and also the team is additionally a lot of productive.

2. Blind spot

The ‘blind spot’ refers to the region where information is known to others but unknown to oneself. This would include habits, talents, etc (a person has)

In this phase, we don’t know those habits and talents but others know when we are working with the team these qualities will be known to others.

In this section, we tend to don’t apprehend those habits and abilities however others apprehend once the area unit operating with the team, these qualities are renowned to others.

This section would possibly even be observed as content regarding one-self, or issues among that one has deluded

The aim is to cut back this space by seeking or soliciting feedback from others and thereby extending the open space, like to extend cognizance.

Team members and managers take responsibility for reducing the blind space - in turn increasing the open space - by giving sensitive feedback and provoking revealing

Managers promote a climate of non-judgemental feedback, and cluster response to individual disclosure, and reduce fear.

In a team, each member having a strong mutual understanding with the team is far more effective than a team that does not understand between each other, whose members have largely hidden, blind, and unknown areas.

Group Members and leaders ought to concentrate to extend their open areas, and to scale back their hidden, blind and unknown areas.

Asking for feedback and concerning the blind area will reduce the blind area, and can increase the open free area.

Discovery through sensitive communications, active listening and experience, can scale back the unknown space, transferring partly to the blind, hidden areas, counting on who is aware of what, or higher still if legendary by the person and others, to the open free area

3. Hidden area or façade.

The ‘hidden area’ as the term suggests refers to aspects of a person that is known to him /her but unknown to others.

In this phase we know about those habits and talents but others don’t know these are known as hidden talents.

Represents records, emotions, etc, something that someone is aware of approximately him/self, however which isn't always discovered or is saved hidden from others  Also consist of sensitivities, fears, hidden agendas, manipulative intentions, secrets - something that someone is aware of however does now no longer reveal

Relevant and hidden feelings and data etc, ought to be affected into the open space by the method of self-disclosure and exposure process

Organizational culture and working atmosphere have a major influence on team members preparedness to disclose their hidden selves. 

4. Unknown area.

The ‘unknown area’ refers to the region unknown to himself or herself and the others.

Information, feelings, latent skills, attitudes, experiences, etc., that area unit unknown to the person themselves and unknown to alternative members of the cluster "Maybe stirred by find or observation by others, or by collective or reciprocal discovery "

Counseling can also uncover unknown problems" Again, like dissemination and solicitation of feedback, the method of find is delicate is another side of the event of the unknown space, and it's not as sensitive as unacquainted with feelings.

Managers associate degreed leaders will produce an surroundings that encourages find, and to sell the ways of self discovery, optimistic statement and comments amongst crew members.

The unknown place may also encompass pent-up or unconscious emotions frozen informative activities and worrying on the far side experiences, which will live unknown for a time period

Johari Window also refers to emotional intelligence   
A New Way of Understanding People's Behavior, Attitudes, Interpersonal Skills and Potential "  
  
There are broader areas of emotional intelligence that determine and enable our success

Two aspects of intelligence:   
1. Understanding ourselves, our own goals, intentions, responses and behaviors   
2. Understanding others and their feelings   
  
By developing self-awareness, we are able to to be more productive and to be successful in what we do and to help others to be more productive and to succeed.increase stability, continuity and harmony   
  
For self-awareness:   
It is necessary to work or pass the time with someone who knows it well, such as family, coworkers, friends, etc.   
  
The first step is to explain your Johari window. in which area(s) Are you the largest for you, and which ones are smaller, to do this, first place your skills, behaviors, motivations, strengths, and weaknesses in the Open Zone, Open self, Blind Zone, and Hidden Zone.  
Second, ask your close friends or relatives, who realize that you are doing the same for yourself, that is, putting your skills, behaviors, motivations, strengths, and weaknesses in the Open Zone, Blind Zone and Hidden Zone quadrants.   
  
Johari Window exercise results may differ if you exercise with family, friends, and co-workers. you will be able to do the exercise with people who said in a group, so analyze the results.   
Now you will be able to gain insight into your abilities, behaviors, etc.   
  
Now, your Johari window is ready, the main goal is to create your larger OPEN area on both sides horizontally and vertically.

The Johari Window can also encourage communication and openness with others, which improves communication skills, seeing through the Johari Window Helps Improve the Interpersonal Communication Standard.  
So here are the different ways the Johari Window helps in the process of self-awareness and interpersonal communication.   
So the Johari Window helps us in the process of self-awareness and interpersonal communication.