

Leader Toolkit

Johari window



We are **COLLABORATIVE** and **RESPONSIBLE** leaders.

We build trust, communicate and support each other, acting with integrity.

Why use this tool

Use the **Johari window** to build trust with others by letting people know information about yourself. This can help you build relationships, an important part of engaging others.

It can also help you learn more about yourself through opening yourself to constructive feedback.

When to use this tool

This tool is helpful when you are seeking to build relationships.

It is also helpful when you want to understand more about yourself.

How to use this tool

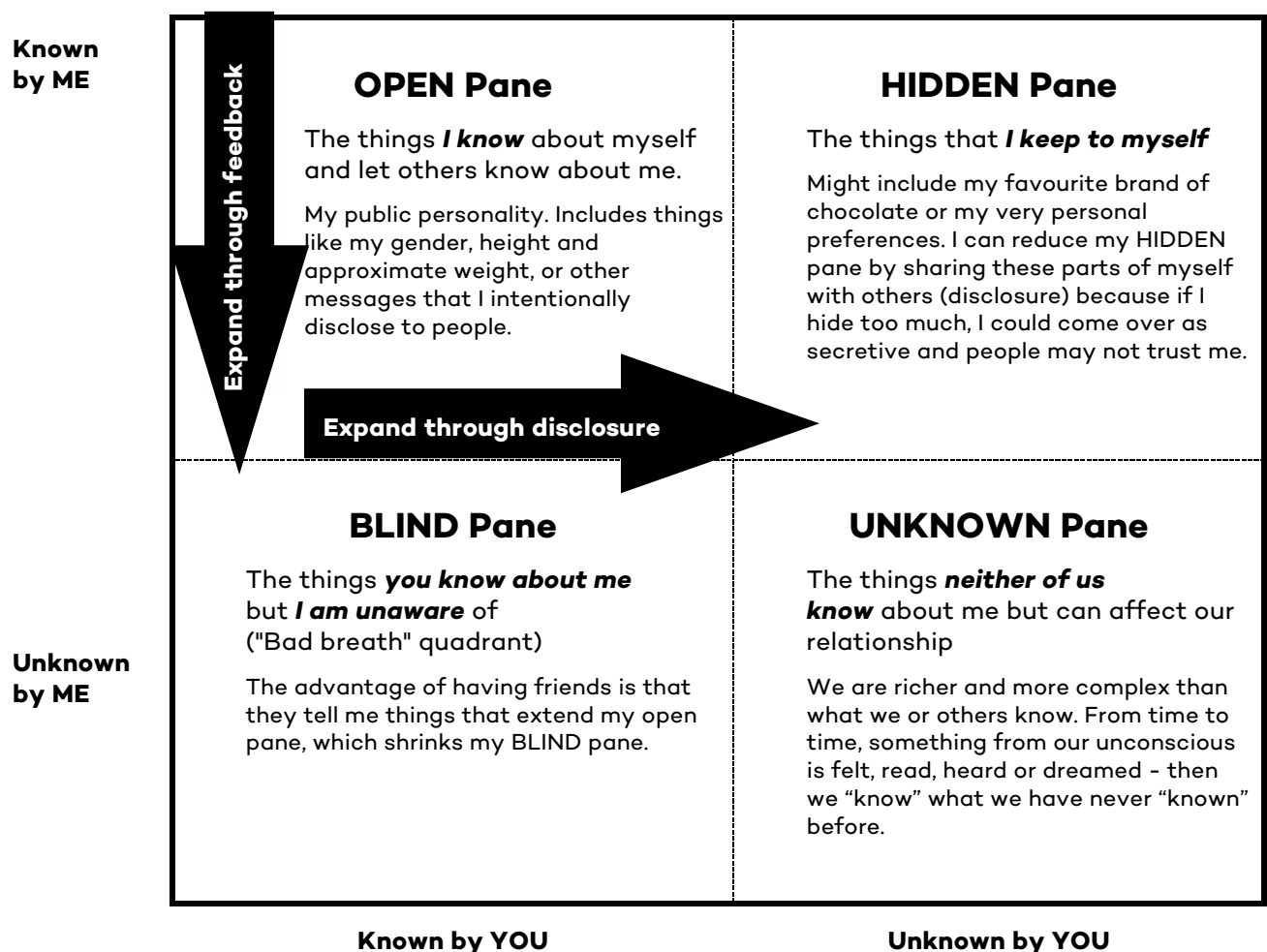
The larger the OPEN pane in your Johari window – the more likely others are to know you, understand you and respond to you in an honest and open fashion.

1. **Fill in your window** with what you and others know about yourself. See if you can come up with information for your *Hidden* as well as *Open* panes.
2. **Think about what you can share in your open pane** – what can you let people know about yourself *i.e.* move from *Hidden* to *Open* in order to build your relationship with them?
3. **Ask for feedback** – feedback from others can move information about you from *Unknown* to *Open*.
4. Think about who would be best to ask for feedback from.

Tips

- **Try to avoid "over-sharing"** in your self-disclosure. Disclosing small, harmless items builds trust, however, avoid disclosing personal information which could damage people's respect for you.
- **Understand the environment.** Some societies are more inclined than others to disclose personal information. Consider cultural norms about sharing so that you'll know when it's best to keep quiet.

Johari window



The panes in this Johari window are shown as equal, when in fact, the relative size of each pane varies between individuals.

For example, a very private person might always have a narrow OPEN pane, and on the other hand, a strong extrovert might quickly share lots and lots with others.



Johari window



Create your Johari Window

OPEN pane Known by both of us	HIDDEN pane Known ONLY to me
The open area shows the "open book" area of ourselves: our attitudes, behaviour, motivation, values, way of life. Record here the knowledge that you and others have of you. Increase this pane as you share information and learn more.	The degree to which we let people know about ourselves with others (disclosure) is the degree to which we can be known. Record here what you freely keep to yourself. Ask yourself whether sharing that knowledge will benefit your relationships.
BLIND pane Known to YOU but not to ME	UNKNOWN pane Unknown to both of us
When others provide feedback in a supportive, responsible way, and you can take it in that way, you are able to test the reality of who you are and grow in self-awareness. Record here feedback that has given you useful insights.	Be open to experiences that seem to reveal something from your subconscious like feelings, reading, listening and dreaming. Record here chance experiences.
Empty space for recording feedback	Empty space for recording chance experiences

