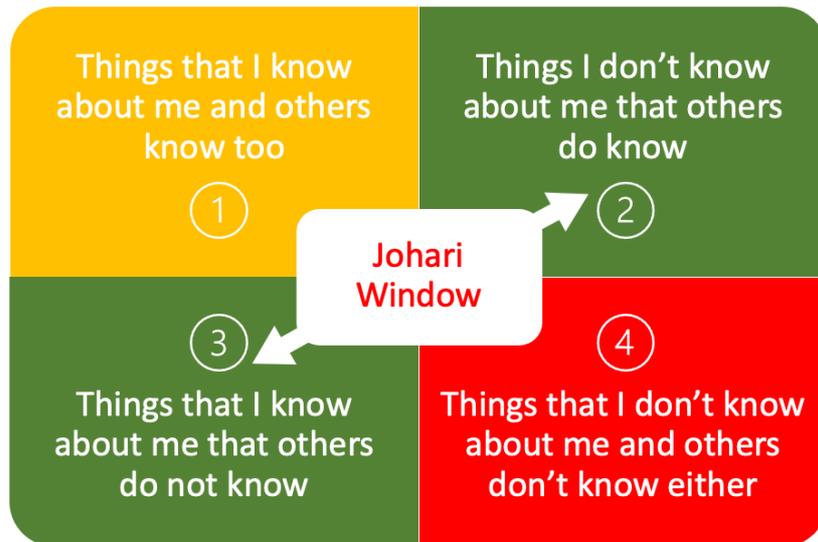


The Johari Window

The Johari window is a 4-part diagram which follows a technique that helps people better understand what they know about themselves and others.

It was created by psychologists Joseph Luft and Harrington Ingham in 1955 and is used primarily in self-help groups and organisational settings as an exploratory activity/exercise.



Box 1:

This box is often referred to as “Open” or “Arena” as the knowledge is literally open in the wider arena where you work. This box represents the knowledge that is known to both the individual and also to those around them. This information is public and will probably be shared through conversations and other communication, including social media, interviews, records, and possibly through third-party discussions about the person with others.



Box 2:

This box is usually called “Blind” or “Blind Spot”, as the person is quite literally blind to its contents. This box represents information about the person that is known by others but not by the individual. This could include both positive and negative things, such as their go-getter attitude, how they sometimes behave when they have been triggered by a negative emotion, how they treat others, their time keeping and so on. These things can be really important for feedback, future development and improvement.





In terms of EI, this is a critical box. We can only become self-aware with the help of others and their honest feedback to us. If we, as colleagues, managers, or leaders, do not know how we are received by others, how on earth can we develop and improve? We need to give others our full permission to help us become more self-aware (hence the need for trust) so that we fully understand how our behaviours impact the behaviours of those around us. (This is true for home and social life).

Box 3:

This box is usually known as “Hidden” as we have purposely “hidden” these things from others.

These things may include private things that no one in work would typically be privy to, which is fine. But some of the things we hide are necessary for Social Awareness to work fully.

For example. If I am worried about a big presentation I have to give and I don't tell anyone, how can I get support? We need to be emotionally intelligent and push past the emotion of worry (will I be thought of as weak or incapable)? When we share things with others (putting them into box 1), we can receive help and understanding from those around us. “This” is why **trust** is critical!



In organisations, innovation is important, and some not only survive but prosper from it. If we feel that we can't offer our honest thoughts and opinions and say what we believe needs to be said because of fear, we hold back that which is the very essence of innovation and change. (See our thinking on **ES²** (Emotional Security & Emotional Safety) and why it is critical in helping with the contents of this box and Social Awareness, too).

[Click here](#) to open our paper on **ES²** in a new window.

Box 4:

This box is usually known as “Unknown”, as the contents are hidden from the person and everybody else. And yes, this sparks the question, “So how does anything ever get in there”?

The answer is that many things are already there, but as soon as they become known or realised, they move into another box.

Here is an example:

Gurung is a superb golfer renowned for his extraordinary driving skills. He was asked to teach his skills to a group of willing apprentices identified as potentially great golfers.





Gurung did this, and after three months, the apprentices became skilled, but none came close to his driving abilities despite the three being larger and stronger than him. This became a problem for Gurung, his friends and his now highly skilled apprentices.

One day, a reporter writing about his excellent driving skills asked Gurung if he could video him and use some of the stills from the video as pictures in his article. Gurung said yes.

When the reporter replayed the video, he noticed something he couldn't understand. The reporter played the recording in slow motion and saw that as Gurung came through the lower part of his driving swing, his body seemed to twist sharply and quickly, but just a tiny bit.

When the reporter asked Gurung about this, he said he had never noticed it, so he showed him the slow-motion clip. As it turned out, this sudden involuntary movement was due to a hip operation he had undergone a few years back.

This sudden movement added to the driving technique, but both Gurung and all others were unaware of it until now.

This knowledge had existed all this time, but only in Box 4, as no one knew of it. Only when the reporter realised it did it become known, at which point it went into Box 2, as only the reporter knew of it. When the reporter told Gurung about it, it went into Box 1, as both he and the reporter knew of it.

The contents of Box 4 may also include things such as subconscious information that no one is aware of, such as early childhood memories, undiscovered talents, and skills, which will only become known when the person has a go at them.

The arrow between Box 2 and Box 3 emphasises that we must give permission to others to inform us about things we are not yet aware of and that we must open up and share with others the things which worry, concern, frustrate and prevent us from saying what we want to say. Only then will we become genuinely self-aware and help others become self-aware.



"Authenticity is when we are honest with ourselves and others"

(Mac Macdonald - 2020)

Contact Mac directly for a chat on 03000303007 to ask any questions.