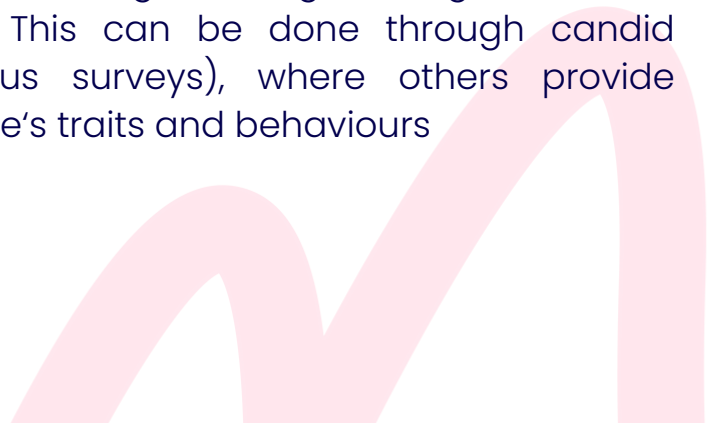


The Johari Window

The Johari Window tool enables people to better understand both themselves, and how they are perceived by others. It is a powerful tool to facilitate two-directional feedback, enabling conversations which can uncover the root causes of certain traits, develop understanding around how others perceive them. It consists of four quadrants in which users identify what they know about themselves, and what other people know about them.

Process

- Explain that the purpose of the Johari Window is to enhance self-awareness by exploring both known and unknown aspects of themselves.
 1. **Open (Arena):** public information and shared experiences
 2. **Blind:** behaviours or characteristics that others can observe, but the individual might be unaware of
 3. **Hidden (Façade):** private information or emotions that the individual chooses not to share openly
 4. **Unknown:** unconscious aspects that have not been explored or discovered
- Guide your mentee to complete a self-assessment using the Johari Window by considering their traits, behaviours, emotions, and experiences. Encourage them to honestly reflect on what they believe falls into each quadrant. This can be done during a session, or between sessions through self-reflection or journaling
- Encourage your mentee to seek feedback from trusted individuals in their life (peers, family, friends, colleagues) to gain insights into the Blind and Open quadrants. This can be done through candid conversations (or anonymous surveys), where others provide observations about the mentee's traits and behaviours



The Johari Window

Process (continued)

- During a mentoring conversation, discuss the outcomes of their self-assessment and feedback collection. Explore the following questions together:
 1. What surprised you about the feedback you received?
 2. How did your self-assessment align with others' perceptions of you?
 3. Were there aspects of yourself that you were not aware of (the Blind quadrant)?
 4. Are there things you have been hiding (the Hidden quadrant) that you might want to share?
 5. How do you feel about the aspects that remain in the Unknown quadrant?
- Work together to set goals and actions based on the insights gained from the Johari Window exercise. These could include:
 1. Enhancing self-awareness by exploring the Blind quadrant through self-reflection and seeking more regular feedback
 2. Improving communication skills by sharing more openly from the Hidden quadrant with those who matter
 3. Seeking opportunities for self-discovery and personal growth to uncover elements in the Unknown quadrant



My Johari Window

