

“Johari window: An avenue of self-disclosure”

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Introduction:

Johari Window is a model of different degrees of openness between two people. It is based on the degree of self-disclosure and solicitation of feedback when sharing information with another person. The model was devised by American psychologists **Joseph Luft** and **Harry Ingham** in 1955 while researching group dynamics at the University of California Los Angeles. The model was first published in the Proceedings of the Western Training Laboratory in Group Development by the UCLA Extension Office in 1955 and was later expanded by Joseph Luft.

FORMATION OF ‘NAME’:

Luft and Ingham called their Johari Window model 'Johari' after combining their first names, Joe and Harry. In early publications, the word appears as 'Johari'.

Influence:

Today the Johari window model is especially relevant due to the modern emphasis on, and influence of –

- soft skills
- behavior
- empathy
- Cooperation
- inter-group development
- interpersonal development.

USE OF JOHARI WINDOW:

The Johari Window soon became a widely used model for;

- Understanding And Training
- Self-Awareness Personal Development
- Improving Communications
- Interpersonal Relationships
- Group Dynamics
- Team Development

○ Intergroup Relationships.

In this example, we are going to talk about how the Johari window works. In this instance, there are two factors at work within the Johari window. The first factor is what you know about yourself. The second factor relates to what other people know about you.

The model works using four area quadrants. Anything you know about yourself and are willing to share is part of your open area. Individuals can build trust between themselves by disclosing information to others and learning about others from the information they in turn disclose about themselves.

Any aspect that you do not know about yourself, but others within the group have become aware of, is in your blind area. With the help of feedback from others, you can become aware of some of your positive and negative traits as perceived by others and overcome some of the personal issues that may be inhibiting your personal or group dynamics within the team.

There are also aspects of yourself that you are aware of but might not want others to know, this quadrant is known as your hidden area. This leaves just one area and is the area that is unknown to you or anyone else – the unknown area.

The balance between the four quadrants can change. You might want to tell someone an aspect of your life that you had previously

kept hidden. For example, maybe you are not comfortable contributing ideas in large groups. This would increase your open area and decrease your hidden area.

It is also possible to increase your open area by asking for feedback from people. When feedback is given honestly to you it can reduce the size of your blind area. Maybe you interrupt people before they have finished making their point which can cause frustration. Alternatively, people may always want to talk to you because you are a good listener. Sometimes you don't realize these aspects of your character until it is pointed out.

By working with others you can discover aspects that neither of you may have appreciated before.

AREAS OF MODEL:

The four Johari Window perspectives are called 'regions' or 'areas'. Each of these regions contains and represents the information - feelings, motivation, etc - known about the person, in terms of whether the information is known or unknown by the person, and whether the information is known or unknown by others in the group.

As shown in the diagram below



The method of conveying and accepting feedback is interpreted in this model. A Johari is represented as a common window with four panes. Two of these panes represent the self and the other two represent the part unknown to the self but to others. The information transfers from one pane to the other as the result of mutual trust which can be achieved through socializing and the feedback got from other members of the group.

1. Open area:

Here information about the person's attitudes, behaviors, emotions, feelings, skills, and opinions about the person can be found by the person as well as others. This is the area where all

communication takes place and the larger arena will become a more effective and dynamic relationship. 'Response prayer' is a process that occurs through understanding and listening to another person's reaction. This allows the exposed area to be reduced horizontally to the blind spot. The size of the arena can also be increased downwards and thus reduces hidden and unknown areas by expressing one's feelings toward another person.

2. Blind area:

Information about yourself that others in a group know but you will be ignorant about it. Others may interpret it differently than you expect. Blind spots are reduced for efficient communication rather than feedback from others.

3. Hidden area:

Information that you know but others will keep unknown. It may be personal information that you are reluctant to disclose. These include feelings, past experiences, fears, privacy, etc. As we influence relationships we keep some of our feelings and information confidential and so the secret area must be reduced by transferring information to the open area.

4. Unknown area:

Information about yourself and others is unknown. This includes information, feelings, abilities, talents, etc. It may be due to traumatic past experiences or events that may be unknown throughout life. The person will be disregarded for not discovering his hidden qualities and abilities or for observing others. Free communication is also an effective way to reduce unknown areas and communicate effectively.

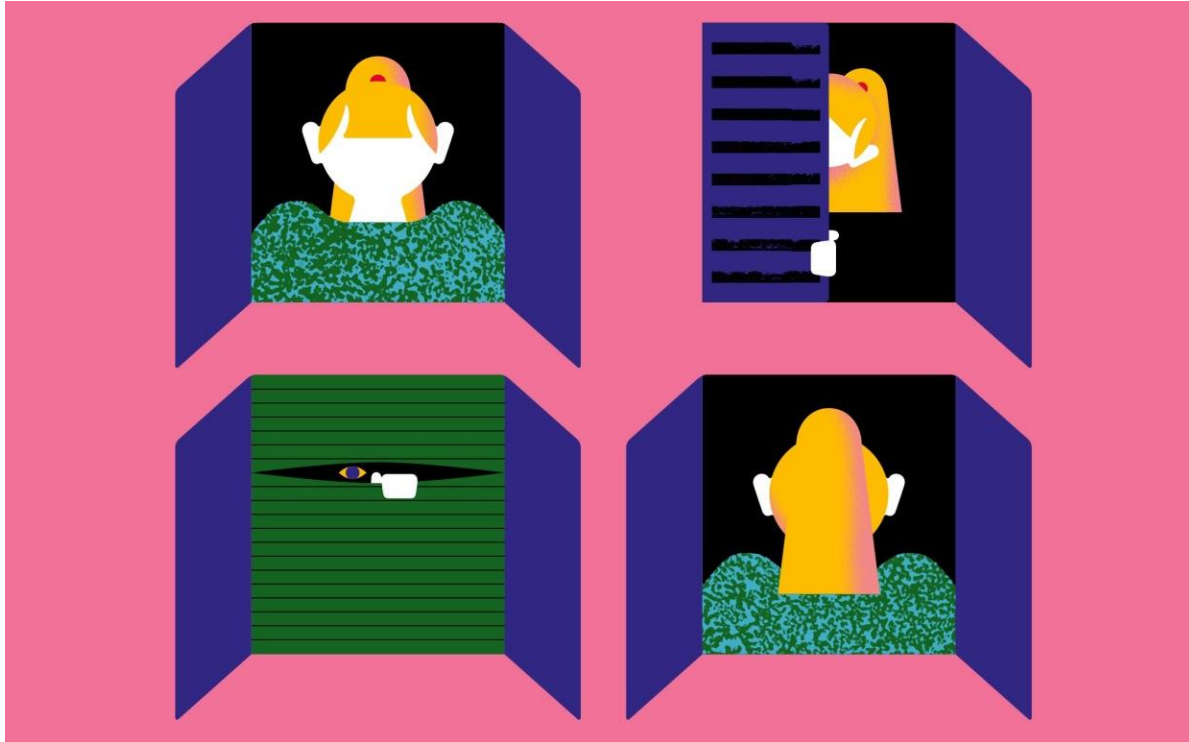


Image courtesy: Communicationtheory.org

WHAT ACTUAL MODEL REPRESENTS?

- ❖ The Johari Window model is also referred to as a 'disclosure/feedback model of self-awareness', and by some people an 'information processing tool'.
- ❖ The Johari Window represents information - feelings, experience, views, attitudes, skills, intentions, motivation, etc within or about a person - concerning their group, from four perspectives.
- ❖ what is known to ourselves but kept hidden from, and therefore unknown to others?

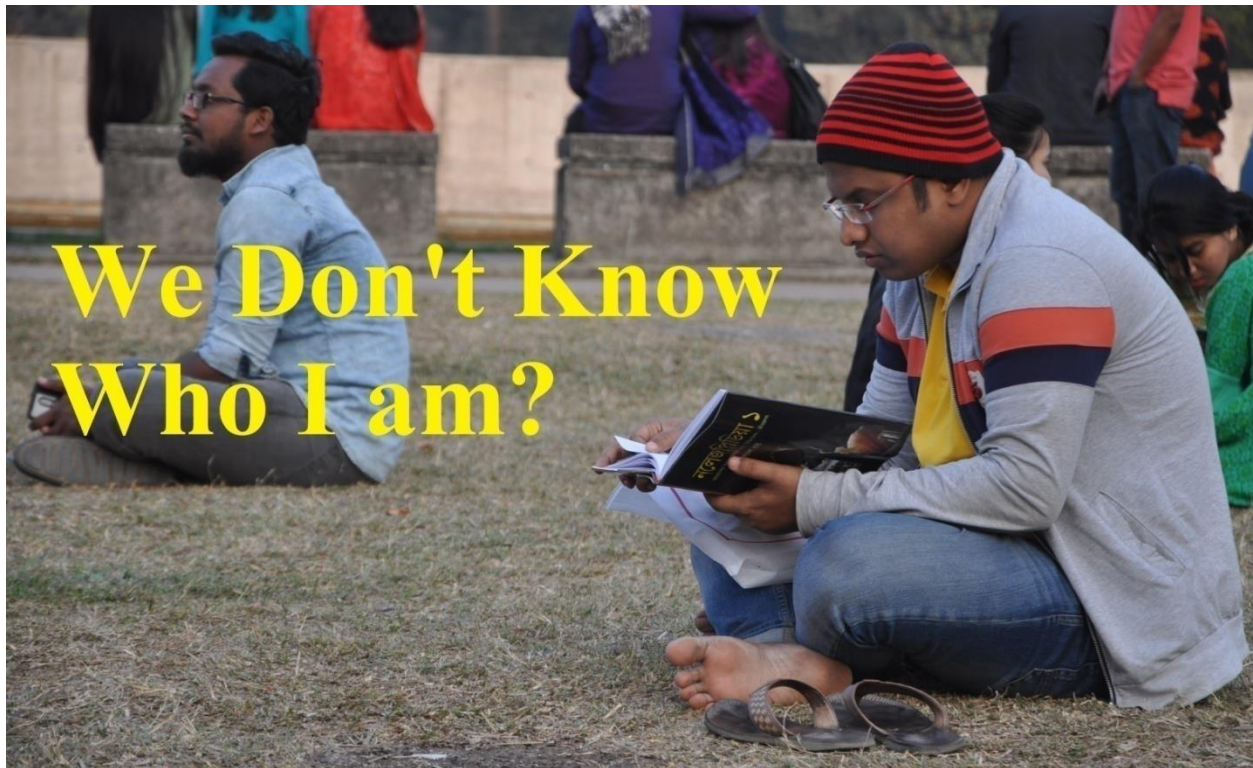


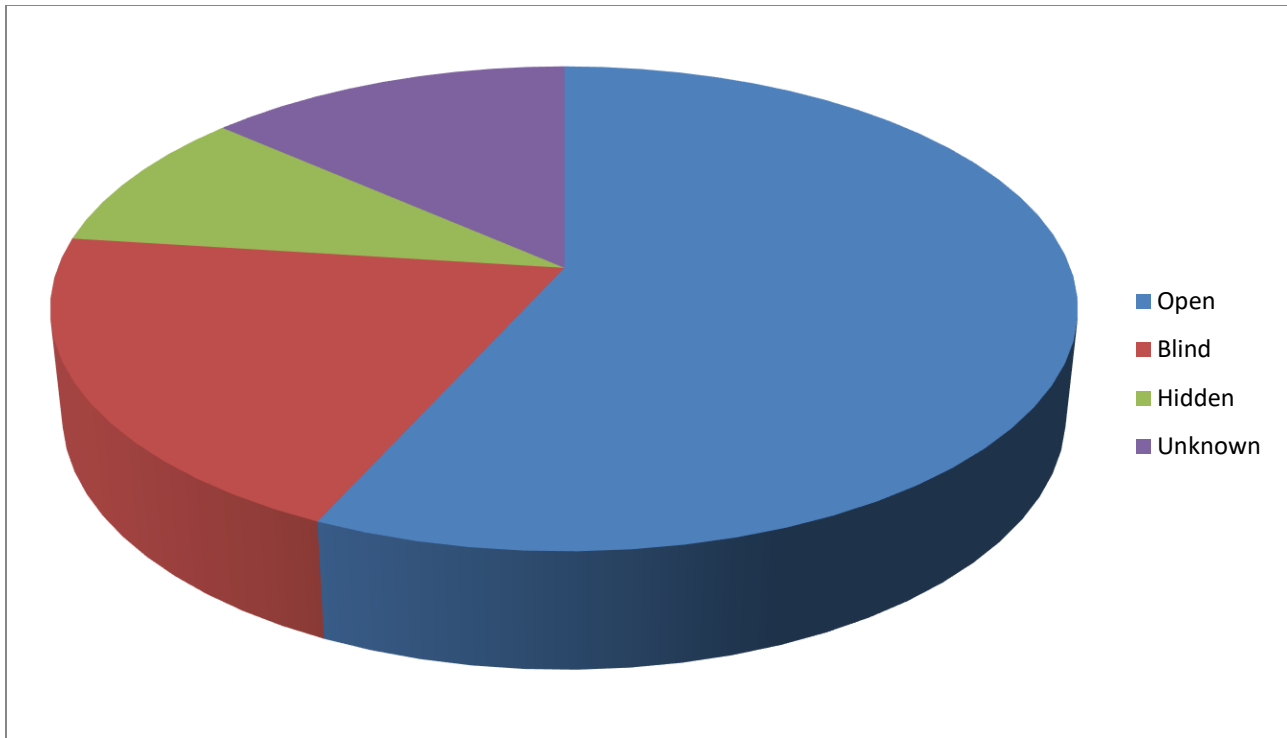
Photo courtesy: Zubayer Ibn Kamal

Is it really useful?

Depending on the results of the Johari window, individuals may need to make adjustments in their communication styles and behavior choices to more effectively convey the things they want others to know about themselves or the things they want to change outright. “An Introduction to the Johari Window” Consider the benefits of conducting the Johari window assessment at your next team retreat. It can be a fun and highly rewarding exercise from which all players can derive benefits.

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Is it any defect?

Since the model is man-made, there are some drawbacks. Although they are very trivial. But the proof is that this model may not be 100% effective at all. At a glance, they are-

- Something is perhaps better not to Communicate (like mental or health problems)
- Some people may pass on the information they received further than we desire.

- Some people may react negatively.
- Using the Johari window is a useless exercise if it is not linked to the activities that reinforce positive behavior or that correct negative behavior.
- Some cultures have a very open and accepting approach to feedback and others do not.

CONCLUSION

- ✓ By using the Johari window can improve the open self area and get a better opportunity.
- ✓ By interpersonal behavior can maintain good relations and success in life.
- ✓ By transaction, analysis can be maintained adult over the transaction.

Thank You

Reference:

1. communicationtheory.org
2. Times of India