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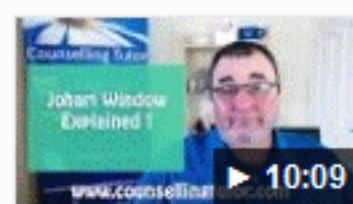
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## Johari Window - Joseph Luft and Harry Ingram - YouTube



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**Johari Window**, developed by Joseph Luft and Harry Ingram

... model of ... دكتور زهير خستيم نافذة جوهرى برنامج صباح الخير يا عرب mbc by

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ويعد توظيف نافذة جوهرى **Johari Window** فى الاتصال الإنسانى إستراتيجية فاعلة تساعد الفرد - Aug 17, 2007 - على معرفة ذاته والأطراف الأخرى التى يتصل معها، وقد ...

## هل تعرف نفسك ( نافذة جوهرى - Johari Window ) - الرئيسية

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## The Johari Window Model

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**Johari Window** تستعمل عموما فى مجال التعليم، وإدارة المعرفة، والتواصل ... استخدم العبارة **نافذة جوهرى** - Feb 17, 2011 - فى محرك بحث قولل للتوسع فى الموضوع.

# Johari window

This article is about the cognitive psychology tool. For the Fringe episode, see [Johari Window \(Fringe\)](#).

The **Johari window** is a technique created in 1955 by

## Johari Window

	Known to self	Not known to self
Known to others	Arena	Blind Spot
Not Known to Others	Façade	Unknown

### Johari window

two American psychologists, Joseph Luft (1916–2014) and Harrington Ingham (1914–1995),<sup>[1]</sup> used to help people better understand their relationship with self and others. It is used primarily in self-help groups and corporate settings as a heuristic exercise.

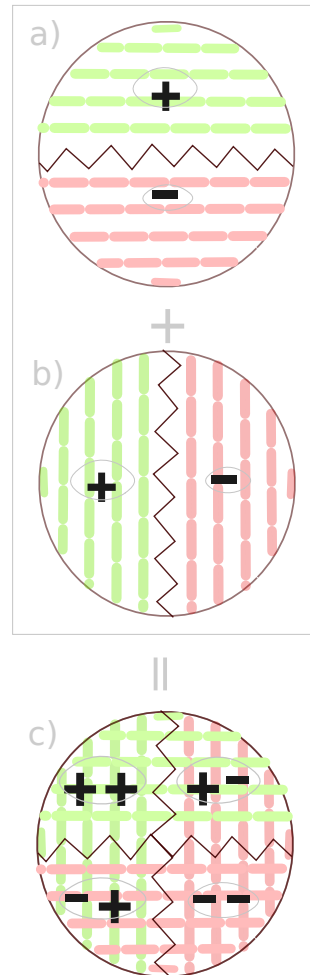
When performing the exercise, subjects are given a list of 58 adjectives and pick five or six that they feel describe their own personality. Peers of the subject are then given the same list, and each pick five or six adjectives that describe the subject. These adjectives are then mapped onto a grid.<sup>[2]</sup>

Charles Handy calls this concept the Johari House with four rooms. Room 1 is the part of ourselves that we see and others see. Room 2 is the aspects that others see but we are not aware of. Room 3 is the most mysterious room in that the unconscious or subconscious part of us is seen by neither ourselves nor others. Room 4 is our private space, which we know but keep from others.

**Open** or **Arena**: Adjectives that are selected by both the participant and his or her peers are placed into the **Open** or **Arena** quadrant. This quadrant represents traits of the subjects that both they and their peers are aware of.

**Hidden** or **Façade**: Adjectives selected only by subjects, but not by any of their peers, are placed into the **Hidden** or **Façade** quadrant, representing information about them their peers are unaware of. It is then up to the subject to disclose this information or not.

**Blind Spot**: Adjectives that are not selected by sub-



*Johari window as Venn diagram depicting intersection between a+) "Known to self" and a-) "Not known to self" on one hand, and on the other hand, b+) "Known to others" and b-) "Not known to others"; with c showing the intersection containing four windows (or rooms)*

jects but only by their peers are placed into the **Blind Spot** quadrant. These represent information that the subject is not aware of, but others are, and they can decide whether and how to inform the individual about these "blind spots".

**Unknown**: Adjectives that were not selected by either subjects or their peers remain in the **Unknown** quadrant, representing the participant's behaviors or motives that were not recognized by anyone participating. This may be because they do not apply or because there is collective ignorance of the existence of these traits. One facet of

interest in this area is our human potential. Our potential is unknown to us, and others.

## 1 Johari adjectives

A Johari window consists of the following 58 adjectives used as possible descriptions of the participant.

- able
- ambivert
- accepting
- adaptable
- bold
- calm
- caring
- cheerful
- clever
- congenial
- complex
- confident
- dependable
- dignified
- energetic
- extrovert
- friendly
- giving
- happy
- helpful
- idealistic
- independent
- ingenious
- intelligent
- introvert
- kind
- knowledgeable
- logical
- loving
- mature
- modest
- nervous
- observant
- optimistic
- organized
- patient
- powerful
- proud
- aggressive
- reflective
- relaxed
- religious
- responsive
- searching
- self-assertive
- self-conscious
- sensible
- sentimental
- shy
- silly
- smart
- spontaneous
- sympathetic
- tense
- trustworthy
- warm
- wise
- witty

## 2 Motivational equivalent

The concept of meta-emotions categorized by basic emotions offers the possibility of a meta-emotional window as a motivational counterpart to the meta-cognitive Johari window.

### 3 Therapy

One therapeutic target may be the expansion of the Open (Arena) square at the expense of the private (Facade) square, resulting in greater interpersonal intimacy.<sup>[3]</sup>

### 4 See also

- Assertiveness
- Shadow

### 5 References

- [1] Luft, J.; Ingham, H. (1955). "The Johari window, a graphic model of interpersonal awareness". *Proceedings of the western training laboratory in group development* (Los Angeles: UCLA).
- [2] Luft, Joseph (1969). *Of Human Interaction*. Palo Alto, CA: National Press. p. 177.
- [3] P. Perry, *Couch Fiction* (2010) p. 123-4
- Luft, Joseph (1972). *Einführung in die Gruppendynamik*. Klett.
  - Hase, Steward; Alan Davies; Bob Dick (1999). *The Johari Window and the Dark Side of Organisations*. Southern Cross University.
  - Handy, Charles (2000). *21 Ideas for Managers*. San Francisco: Jossey-Bass. ISBN 0-14-027510-X.

### 6 External links

- Johari Window : Peeping into Oneself
- Noogenesis article on the Johari Window, Examples of window-altering actions; game theory aspects.
- Online Johari Window tool, by Kevan Davis
- <http://www.wisc-online.com/Objects/ViewObject.aspx?ID=OIC2101>

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- **Johari window** *Source:* [http://en.wikipedia.org/wiki/Johari\\_window?oldid=631657436](http://en.wikipedia.org/wiki/Johari_window?oldid=631657436) *Contributors:* Charles Matthews, Tmc, Furrykef, Mintchocicecream, Lupin, Brian Kendig, Everyking, Ab762, Estel, ESkog, MBisanz, AdamAtlas, Adrian, BenM, Grutness, Bobford314, Theodore Kloba, Hellsminion, RainbowOfLight, Klestrob44, Simon Shek, Jeff3000, Damicatz, Mathewtse, Gimboid13, Euchrid, Rjwilmsi, Bensin, FlaBot, King of Hearts, Therealdantheman, RussBot, Backburner001, David R. Ingham, Patrick Neylan, Avraham, Nae'blis, Samuel Blanning, DVD R W, SmackBot, FocalPoint, Prodego, McGeddon, Roberto Cruz, Andy M. Wang, Teemu08, Bluebot, Stubbyhead, Nemodomi, MalafayaBot, Tamfang, Socoljam, BullRangifer, Virgil Vaduva, Bydand, Kirby1024, JohnWittle, Samdha, Hetar, Tawkerbot2, Alexschott, Gwal1189, CmdrObot, QueenStupid, Bbarot, Alaibot, Thijs!bot, Ucanlookitup, Electron9, Davidhorman, Lajsikoni, Josuecebs, Windows72106, AntiVandalBot, WinBot, MINJIII, Rosiecheeks520, Web-Crawling Stickler, Cpl Syx, DBlomgren, Craigyjack, Alisabzevari, AntiSpamBot, Iulus Ascanius, DorganBot, Natl1, Kenckar, VolkovBot, TXiKiBoT, Rei-bot, Dictouray, BotMultichill, Gerakibot, Bielle, DancingPhilosopher, Florentyna, Mrw45, EPadmirateur, WurmWoode, Drmies, Jusdafax, Sskaran, XLinkBot, Terrillfrantz, Addbot, MichaelOH1950, Morning277, SpBot, Gail, Zorrobot, Houdoken, AnomieBOT, JackieBot, Ruby2010, Analphabet, Xqbot, Grantgw, Typative, Omnipaedista, Kyng, Citation bot 1, Arizy, Frapforte, Skmurphy, 2sharking, EmausBot, Jacobisq, Sahimrobot, ClueBot NG, Kinahaji, Helpful Pixie Bot, Srinathkr3, Morning Sunshine, Whitney.m.bryan, Edxpedia, Kc kennylau, Chris-Gualtieri, Lugia2453, Epicgenius, Laughing14, FireflySixtySeven, Monkbot, Sekhar96 and Anonymous: 217

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