The JOHARI Window

A Tool for Personal Development

Joseph Luft & Harry Ingham's Model
JoHari Window
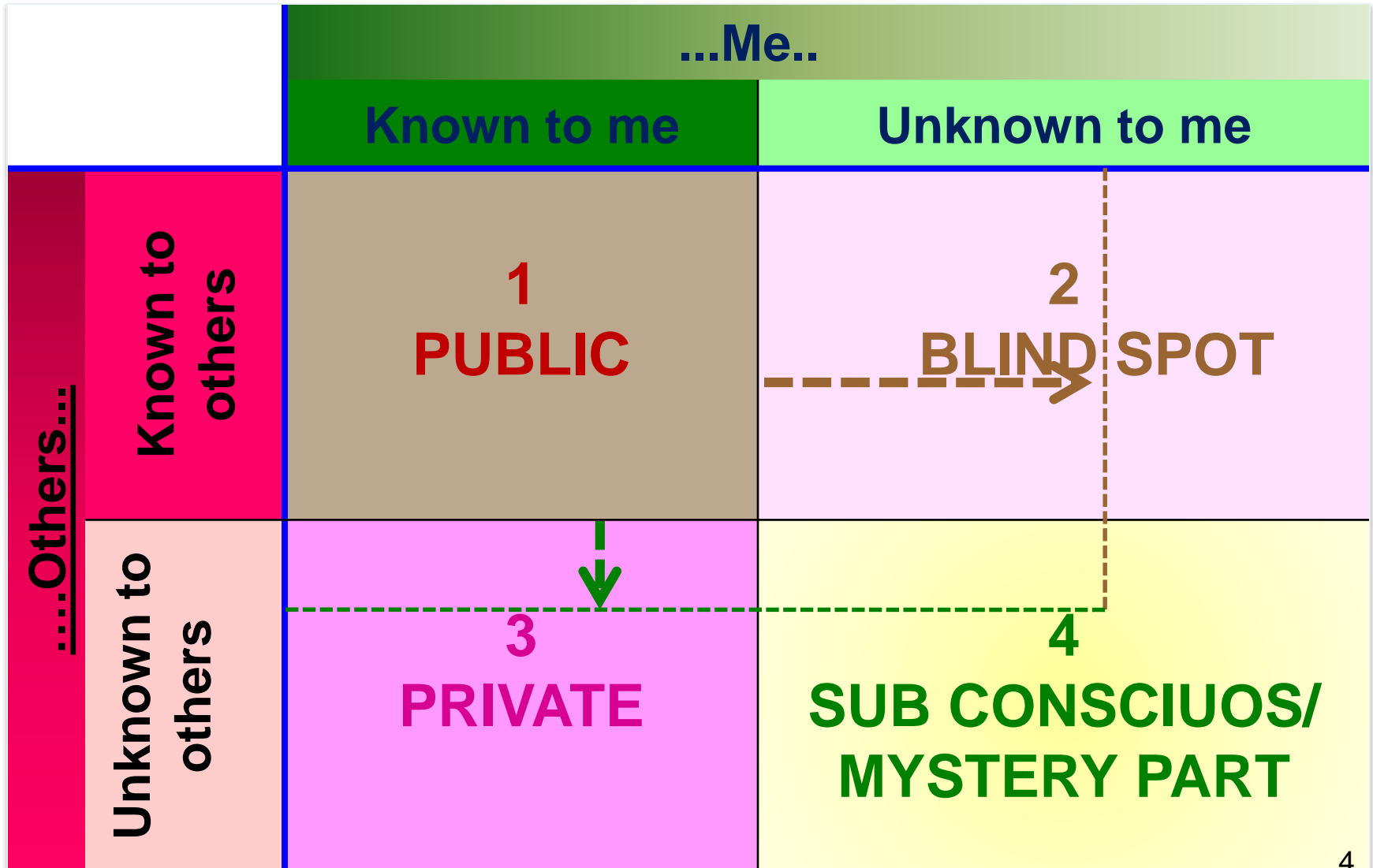
Observations → **Assumptions**

- **Human beings have limited self-awareness**

- **Emotions influence behavior more than rational reasoning/logic**

- **Subjective factors influence our perception of issues – e.g. the color of your dress/shirt could be interpreted as supporting a political party etc**

- **Experience is fluid & ever changing, so is learning**

- **Change promotes learning & development**

The JoHari Window

- **A very useful tool in enhancing development of others to work in high performance teams**

- **Panes, persons, personalities, quadrants**

- **Recognition & understanding of the way we behave under the different panes gives us insights about how we relate to those around us**

The JoHari Window

	...Me..	
	Known to me	**Unknown to me**
Known to others	**1 PUBLIC**	**2 BLIND SPOT**
Unknown to others	**3 PRIVATE**	**4 SUB CONSCIUOS/ MYSTERY PART**

...Others...

4

1. Public

- Behaviors known to you and to others (the public)

- You demonstrate or live what you want others to know about you

2. The Blind Spot

- Behavioral patterns, habits, attitudes I exhibit without knowing how they affect others around me

- Others see them in me but I am not aware of them

- Could be positive or negative, people are affected +vely or -vely

3. The Private

- Behaviors, attitudes, drivers not known to others but are known to me

- A behavioural tactic I may use as a defence mechanism

- Can make me less able to work in a team

- Can make others unwilling to work with me

4. The sub-conscious

- Behaviors, attitudes and expressions that are neither known to me nor to others around me

- Forms the largest part of our personality most of the times, especially during stress

- Exploiting it helps us to understand ourselves better