# Johari Window – Why self-awareness is important

To be most effective you need to be aware of your own strengths and weaknesses *and* be open to build on each of them.

When you have a greater understanding of yourself it can increase your self confidence and also help you to interact with others more effectively.

Increasing your Self Awareness

Johari Window is a visual model to help you understand the different sections of self-awareness.
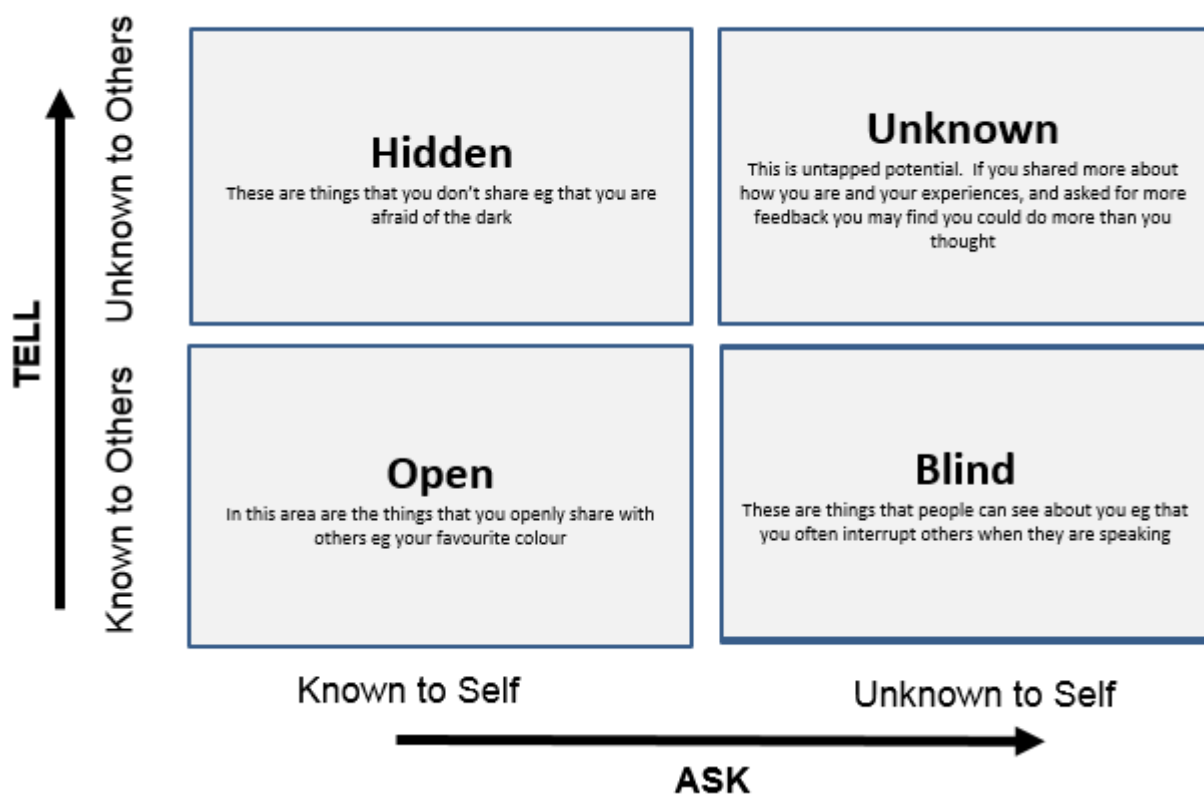

The four quadrants can vary in size depending on how open you are. The aim is to reduce the Unknown Area to allow you to grow and strengthen those abilities, knowledge, skills, behaviours and capabilities not yet known or utilised entirely.

Some of the situations this can be helpful with is when preparing for an interview, starting a new role or stepping into new leadership position.

Work through the following activities to help you to increase your self insight.

Positivedirection
Creating success

How Johari Window helps you

The '**Open Area**' is the behaviour, knowledge, skills and abilities that you are aware of that others are aware of too. This area is often what you _choose_ to make available for others to see. Behaviours can include being focused or an ability to communicate effectively.
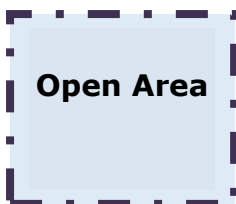
Open Area

Write 10 characteristics of yourself that you feel are in the Open Area of Johari's Window.

1. .Focused
2. .Good knowledge of data systems
3. .
4. .
5. .
6. .
7. .
8. .
9. .
10..

The '**Blind Area**' are the perceptions that others have of you that you may be unaware of. For example, a person may intend to be assertive and efficient but the impact they are actually having is that they are coming across as aggressive and pushy.

Blind Area

Or, it could be that other people think of a person as being hard working and lovely, the individual themselves may think that their efforts aren't noticed.

Write below how you _intend_ others to think of you and list some of the behaviours that will create the right _impact_ on others.

Hidden Area

The '**Hidden Area**' is often information that people keep to themselves, such as being nervous before a presentation or details of their home life. The hidden area contains aspects of a person's personality they _choose_ not to share with the public.

Can you think of any information about yourself that you do not openly share?

Reflect on: Why you feel this information is something you choose not to share openly with others? Is it a valid decision? What evidence do you have that may indicate that others may feel the same way or have similar challenges as you? How do you think holding this information back this affects your self-image or how others perceive you?

The '**Unknown Area**' contains the 'potential' that the person doesn't know and other people haven't seen in action yet. This is the area to focus on to help make _you_ aware of your own potential.

Determining points in the 'unknown section' can assist in establishing goals and objectives you want to aim for.

Unknown Area

Can you think back to any times when people have given you feedback that has surprised you and motivated you to do something you would have never thought possible?

Gaining feedback

Ask four significant people in your life for at least two observations / pieces of feedback about you.

	Positive	Constructive
Manager		
An old friend or Parent		
A Work colleague		
A new friend you feel comfortable asking for personal feedback.		

Does this feedback change your opinion on what your strengths or opportunities are?

List three points about yourself that you consider strengths	List three points about yourself you consider opportunities
1.	1.
2.	2.
3.	3.

Action plan

Goal/development opportunity	Actions	By when