

The Johari Window

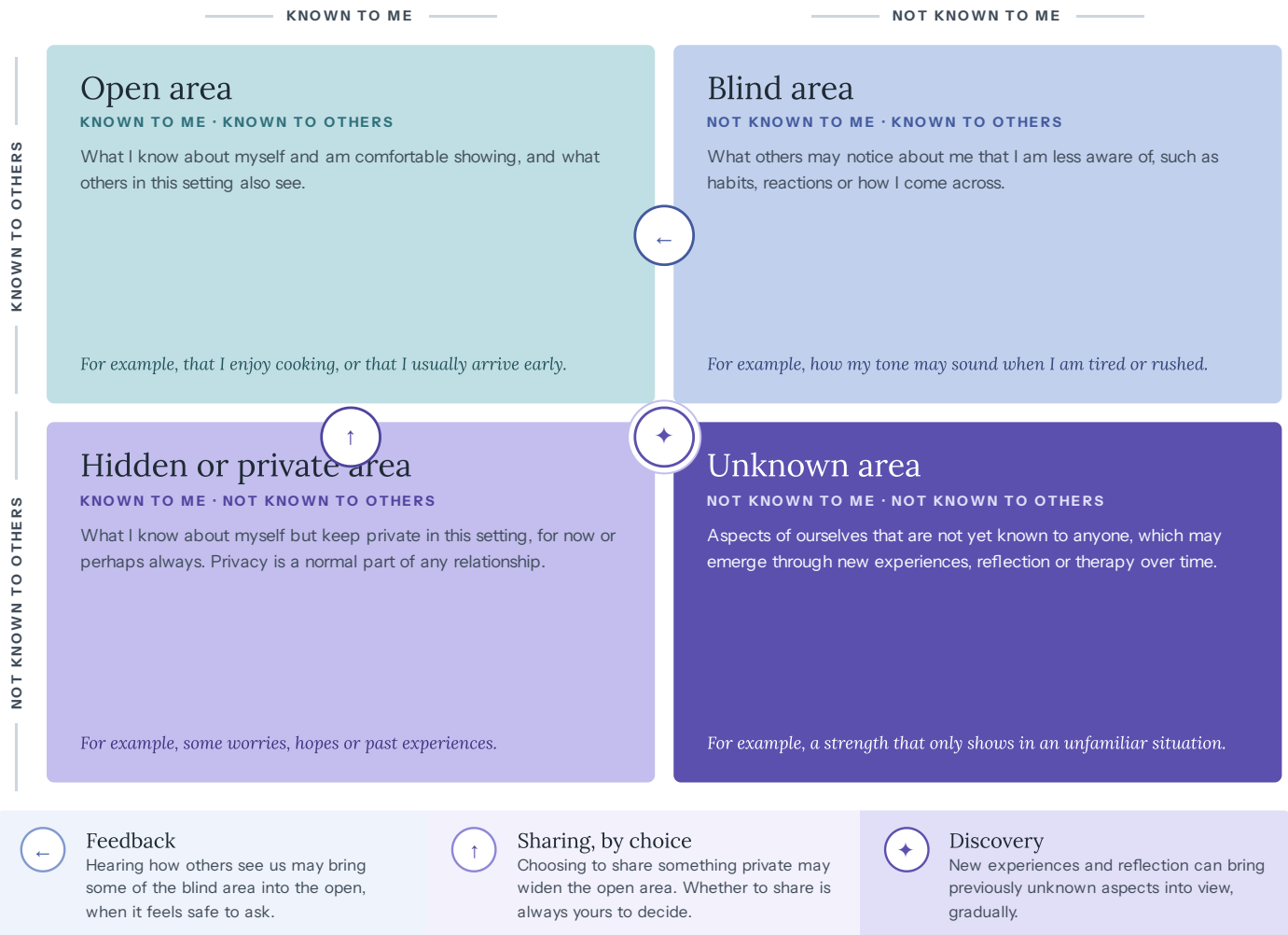
PSYCHOEDUCATION · SELF-AWARENESS, SHARING AND FEEDBACK

Exploring what we show, what we keep private, and what others may notice

The Johari Window is a four-part model created by Joseph Luft and Harrington Ingham in 1955 for group training. It offers a way to reflect on what is known about us, by ourselves and by others, within a particular relationship or setting. It is a reflective tool rather than a test, and there is no ideal shape for anyone's window.

01 The four panes of the window

one setting at a time



02 Holding the model lightly

a lens, not a measure

A reflective tool, not a test

The model was designed for teaching in groups and has had little formal testing. It is best used to prompt reflection rather than to draw firm conclusions about yourself or anyone else.

Privacy is healthy

Keeping some things private is normal and can be protective. The model does not suggest that everything should be shared; how much we share can reasonably depend on trust, setting and culture.

Feedback is one perspective

What others notice can be useful, but it is shaped by their own experiences, mood and relationship with you. It is not automatically more accurate than your own view.

Windows change with context

Your window may look quite different with a close friend, at work or in a new group, and it can shift over time. A larger open area is not always better; what fits depends on the setting.

What the research suggests

EVIDENCE NOTE

Research on self-other knowledge offers some support for the model's central idea. In one study, people were more accurate than their friends about traits linked with inner experience, such as anxiety, while friends were more accurate about some more visible or evaluated traits, such as intellect (Vazire, 2010). Self-disclosure has also been linked with liking in relationships, although this varies with the setting, the kind of disclosure and who is involved (Collins & Miller, 1994). Together, this suggests that our own view and others' views may each add something, and neither is complete on its own.

The Johari Window

REFLECTIVE WORKSHEET · MY WINDOW IN ONE SETTING

A private space to reflect, at whatever depth feels right

Choose one relationship or setting to focus on. Write only what you feel comfortable writing; general words are fine, and you can leave any pane blank. This page is for you, and you do not need to show it to anyone.

03 Choosing a focus pick one

- ☐ At work or study
 ☐ In a friendship
 ☐ In my family
 ☐ In a close relationship
 ☐ In a group or team
 ☐ In therapy
 ☐ Somewhere new

The setting or person I am reflecting on: _____

- i* Choose a relationship or setting where you feel reasonably safe and respected. You do not need to choose your most difficult or personal relationship, and if writing brings up strong feelings, you can stop at any point and return another time, or not at all.

04 My window write as much or as little as you like

KNOWN TO ME

NOT KNOWN TO ME

Open: what I show and others see

Qualities, interests or habits that are openly known here

Blind: what others may notice

Feedback or patterns others have mentioned, which may or may not fit

Private: what I keep to myself here

You can simply write "private"; you do not need to name anything

Unknown: what I am curious about

Questions about myself that I am still exploring

05 Words that might describe me optional

- ☐ tick if this feels like me
 ☐ ticked by someone I trust (if I choose to ask)

- | | | | | | |
|----------------------------------|--------------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|
| ☐ calm | ☐ curious | ☐ caring | ☐ careful | ☐ reliable | ☐ direct |
| ☐ easy-going | ☐ funny | ☐ thoughtful | ☐ determined | ☐ private | ☐ warm |
| ☐ organised | ☐ creative | ☐ practical | ☐ patient | ☐ independent | ☐ quiet |
| ☐ energetic | ☐ loyal | ☐ reflective | ☐ sensitive | ☐ adaptable | ☐ fair-minded |

Words chosen by both may sit in your open area, and words chosen only by someone else may point towards your blind area. This word list is original and informed by the model; it is not a scored or standardised test. Add your own words below if none of these fit.

My own words: _____

The Johari Window

FEEDBACK, SHARING AND REFLECTION

Taking small, chosen steps at a pace that suits you

These sections are optional. You might use them to plan a conversation, to make sense of feedback you have received, or simply to reflect on what you would like to share and what you would prefer to keep private.

06 Asking for feedback, if you choose to it is fine not to ask

Before asking, it may help to check

- ☐ I trust this person to be respectful and reasonably honest
- ☐ It is a calm, unhurried time for both of us
- ☐ I can ask about something specific rather than everything
- ☐ I can say "thank you, I will think about that" without having to agree
- ☐ I have support available if it is hard to hear

Questions I might ask

What is one thing you think I do well when we are together or working together?

Is there something I do that you think I might not notice?

How do I tend to come across when I am under pressure?

You do not need to seek feedback from anyone who has hurt, frightened or controlled you, and their views are not a reliable guide to who you are.

07 Making sense of feedback take what fits, leave what doesn't

What was said in my own words	What seems to fit	What I am unsure about or see differently

How unsettled I felt straight afterwards

0 1 2 3 4 5 6 7 8 9 10 0 = not at all · 10 = very

How unsettled I feel after reflecting

0 1 2 3 4 5 6 7 8 9 10 0 = not at all · 10 = very

08 Choosing what to share both choices are valid

Something I might choose to share, and with whom

What I would prefer to keep private for now

09 Looking back

What have I noticed about how others may see me?

To bring to my next session

GO AT YOUR OWN PACE

Writing about how we see ourselves and how others see us can bring up emotions. You can pause, stop, choose a different prompt, or return to the exercise later. If you become significantly distressed, consider speaking with your psychologist or another appropriate professional.

SOURCES

Collins, N. L., & Miller, L. C. (1994). Self-disclosure and liking: A meta-analytic review. *Psychological Bulletin*, 116(3), 457–475. <https://doi.org/10.1037/0033-2909.116.3.457>

Luft, J. (1969). *Of human interaction*. National Press Books.

Luft, J., & Ingham, H. (1955). The Johari window, a graphic model of interpersonal awareness. In *Proceedings of the Western Training Laboratory in Group Development*. University of California, Los Angeles, Extension Office.

Vazire, S. (2010). Who knows what about a person? The self-other knowledge asymmetry (SOKA) model. *Journal of Personality and Social Psychology*, 98(2), 281–300. <https://doi.org/10.1037/a0017908>