

JOHARI WINDOW WORKSHEET

Introduction

An important part of self-awareness is understanding that the way you view and describe yourself often overlaps only in part with the way others perceive you. Joseph Luft and Harry Ingham described four dimensions of self-awareness, known as the **JOHARI** Window.

As coaches the more that we can understand about ourselves, the better we can show up for our clients. The premise of this exercise is to first describe ourselves, and then ask others to describe us with the hope that we will uncover blindspots that allow us to grow.

It is an important exercise for us as coaches, and may also be a useful tool to use with clients if and when appropriate.

	KNOWN TO SELF	NOT KNOWN TO SELF
KNOWN TO OTHERS	OPEN SELF	BLIND SELF
NOT KNOWN TO OTHERS	HIDDEN SELF	UNKNOWN SELF

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List of Adjectives

ABLE	ACCEPTING	ADAPTABLE	BOLD	BRAVE	CALM		
CARING	CHEERFUL	CLEVER	COMPLEX	CONFIDENT	DEPENDABLE		
DIGNIFIED	ENERGETIC	EXTROVERTED	FRIENDLY	GIVING	HAPPY		
HELPFUL	IDEALISTIC	INDEPENDENT	INGENIOUS	INTELLIGENT	INTROVERTED		
KIND	KNOWLEDGEABLE	LOGICAL	LOVING	MATURE	MODEST		
NERVOUS	OBSERVANT	ORGANIZED	PATIENT	POWERFUL	PROUD		
QUIET	REFLECTIVE	RELAXED	RELIGIOUS	RESPONSIVE	SEARCHING		
SELF-ASSERTIVE	SELF-CONSCIOUS	SENSIBLE	SENTIMENTAL	SHY	SILLY		
SMART	SPONTANEOUS	SYMPATHETIC	TENSE	TRUSTWORTHY	WARM	WISE	WITTY

Instructions

- Download the Johari Window Worksheet and review the list of adjectives. Select 5 or 6 adjectives you would use to best describe your own personality. Note these adjectives in the Hidden Self area of the window.
- Print out at least 3 copies of the Adjective List, and give a copy to people who know you and whom you can trust to give honest yet supportive feedback. Ask each person to select 5 or 6 adjectives they believe best describe your personality. NOTE: Make sure they do not see the adjectives you chose for yourself.
- When you receive the lists of adjectives from those you asked for feedback note them into the Blind Self area of the window.
- Review the adjectives in both the Blind Self and Hidden Self areas. Move any adjectives that appear in both of those areas into the Open Self areas.
- Any adjectives that are not present in any cell can be moved from the adjective list into the Unknown Self area.

ATTRIBUTION

This worksheet and activity is based on:

Luft, J., & Ingram, H. (1955). The Johari Window: A graphic model for interpersonal relations. Los Angeles: University of California Western Training Lab., Luft, J. (1970). Group processes: An introduction to group dynamics (2nd ed.). Palo Alto, CA: National Press Group.