

JOHARI WINDOW— RESPONSIBILITY FOR IMPACT

POLAR BEARS AND PENGUINS

OPEN	BLIND
HIDDEN	UNKNOWN

The Johari window is a technique used to help people better understand their relationship with themselves and others. You will need a flip chart or white board to document results as shown here.

1. Introduce the Johari Window concept
2. Provide each person with a copy of “Johari Window Descriptors”. The person receiving insights will choose 12 adjectives that best describe themselves. The other participants will each choose 8 adjectives that best describe the individual receiving insights.
3. Then have each participant reveal one adjective they feel represents the individual being assessed. Ask the individual if the adjective was on her list. If it is, place it in the OPEN box and if it isn’t, place it in the BLIND BOX.
4. Continue around the group one by one until there have been at least 10 OPEN adjectives listed.
5. The individual is then asked to reveal any remaining adjectives that have not yet been identified by participants. It may be that an individual identified the adjective but the sharing process ended before they shared the adjective. If this happens add it to the OPEN list. If no one has an adjective that the individual reveals then it should be placed in the HIDDEN box.
6. After all the documentation has been completed, some questions to ask the participant can include:
 - What were the biggest surprises to you regarding the Blind Spots?
 - Which adjectives may be helpful to you since you now know others perceptions and observations?
 - What Hidden adjectives would you like to show more often to your team members?
 - What would be the first step you could take to move in this direction?

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Johari Window Descriptors

Able	Dominating	Knowledgeable	Responsive
Accepting	Empathetic	Listener	Risk Taker
Adventurous	Energetic	Logical	Searching
Aggressive	Even-tempered	Loving	Self Aware
Assertive	Extroverted	Loyal	Self Conscious
Autocratic	Flexible	Mature	Self Contained
Autonomous	Friendly	Modest	Sensible
Bold	Giving	Motivator	Sentimental
Calm	Happy	Nervous	Shy
Caring	Helpful	Observant	Silly
Cheerful	Humorous	Open	Spiritual
Clever	Idealistic	Organized	Spontaneous
Complex	Impulsive	Patient	Systematic
Compliant	Independent	Persuasive	Talkative
Confident	Influential	Powerful	Tenacious
Courageous	Ingenious	Private	Tense
Critical	Innovative	Proud	Thorough
Decisive	Inspirational	Quiet	Trustworthy
Demanding	Intelligent	Reflective	Warm
Dependable	Introverted	Relaxed	Wise
Dignified	Intuitive	Reliable	Witty
Diplomatic	Kind	Religious	