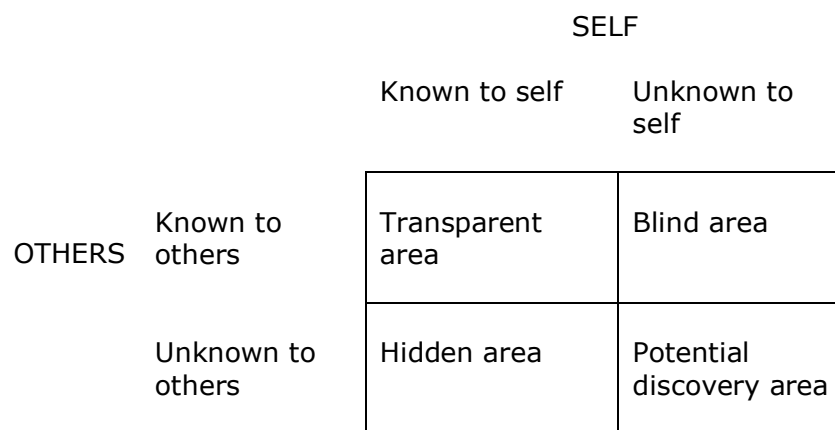


The Johari window

A great model for understanding about feedback

Giving and receiving feedback is how we can understand how others see us, and let people know how we see them.

The following diagram outlines the Johari window. The window was originally developed by two psychologists- Joseph Lunt and Harry Ingham. It can be seen as a communication window through which you give and receive information about yourself and others.



You will see that there are four panes to the window – The left hand side is things that we know about our self, and the right hand side is things that we do not know about our self. Whilst I have shown it as 4 equal size boxes, these borders are not fixed and the borders will move depending on the level of trust and the exchange of feedback.

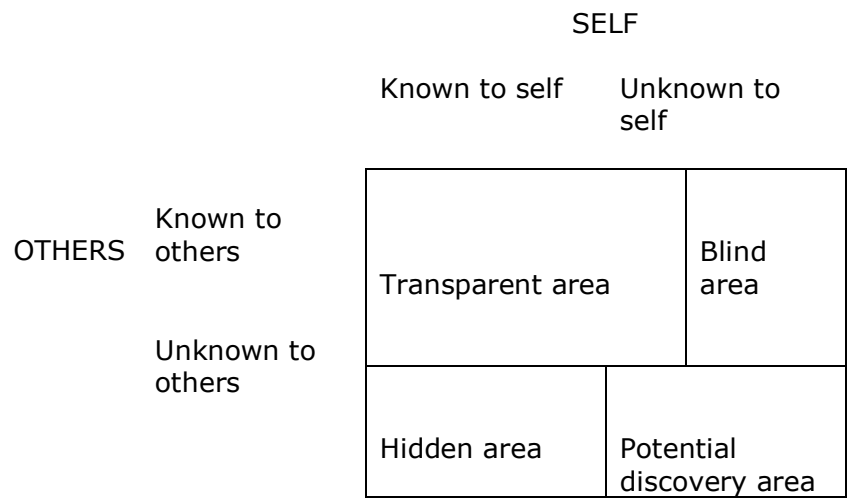
The transparent area contains things that we know about our self and what others will know, it is the public arena, and will increase in size as we develop more trust in the people we are with.

The hidden area contains information about ourselves that we choose not to share with people, it could be that we hold back as we are not sure what the reaction will be – might we be rejected or hurt in some way? Or we could choose to keep information to ourselves, as we want to control or manipulate others.

The right hand side contains the information that we don't know about our self. The blind area contains information that we don't know about our self but which the other people know. As we communicate and participate with others they pick up on information such as the way we speak and behave, our levels of sensitivity etc. Feedback will help us to understand more of this and so reduce the area, bringing more into the transparent area.

The final pane contains information that neither us, nor the group knows about me, this can include early childhood memories, latent potential etc. It is the area that Freud called the Unconscious.

You can see in the adapted pane below that with feedback the transparent area can grow, this reducing the blind area and hidden area



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