

# **JOHARI WINDOW MODEL**

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## JOHARI WINDOW MODEL

**OBJECTIVE:** To Provide a basic understanding of Johari Window Model

**LEARNING OUTCOME:**The student will be able to understand the Johari Window Model and its usefulness.

The 'Johari' window model is a method used for understanding and enhancing communication between the members in a group. American psychologists Joseph Luft and Harry Ingham developed this model in 1955. The idea was derived from the study of the group dynamics in University of California and was later improved by Joseph Luft. The name 'Johari' came from joining their first two names Joe and Harry . This model is also denoted as feedback/disclosure model of self-awareness.

The Johari window model is basically used to enhance the individual's perception of others. This model suggests two things ,firstly trust can be acquired by sharing information about oneself to others and secondly learning about yourselves from others feedbacks. Each person is represented by the Johari model through four window pane. Each of the four window pane indicates personal information, motivation ,emotions of an individual .

It talks about:-

- self-awareness
- personal development
- improving communications
- interpersonal relationships
- group dynamics
- team development; and
- inter group relationships
- Self Disclosure

The method of conveying and accepting feedback is interpreted in this model. A Johari is represented as a common window with four panes. Two of these panes represent self and the other two represent the part unknown to self but to others.



1. **Open/self-area or arena** – Here the information about the person his attitudes, behaviour, emotions, feelings, skills and views will be known by the person as well as by others. This is mainly the area where all the communications occur and the larger the arena becomes the more effectual and dynamic the relationship will . The open area can be increased horizontally

decreasing the blind spot. The size of the arena can also be increased downwards and thus by reducing the hidden and unknown areas through revealing one's feelings to other person.

2. **Blind self or blind spot** – Information about one self that others know in a but one will be unaware of it. Others may interpret yourselves differently than one may expect. The blind spot is reduced for an efficient communication through seeking feedback from others.

3. **Hidden area or façade** – Information that is known to oneself but will be kept unknown from others. This can be any personal information which one feels hesitant to reveal. This includes feelings, past experiences, fears, secrets etc. we keep some of our feelings and information as private as it affects the relationships and thus the hidden area must be reduced by moving the information to the open areas.

4. **Unknown area** – The Information which are unaware about oneself as well as others. This includes the information, feelings, capabilities, talents etc. This can be due some past experiences or events which can be unknown for a lifetime. The person will be not be aware of it till he/she discovers his/her hidden qualities and capabilities or through observation of others. Open communication is also an effective way to decrease the unknown area

SUMMARY: Johari Window The 'Johari' window model is a method used for understanding and enhancing communication between the members in a group. American psychologists Joseph Luft and Harry Ingham developed this model in 1955. self-awareness, personal development, improving communications, interpersonal relationships, group dynamics, team development; inter group relationships and Self Disclosure

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