

Consortium Management II: Tools and practices to strengthen relationships

Handout 2.1 Johari's Window¹

4 Window Panes

1. Public Self (known to others, known to self)
2. Blind Spot (known to others, unknown to self)
3. Hidden Self (unknown to others, known to self)
4. Unknown Self (unknown to others, unknown to self)

	Known to self	Unknown to self
Known to others	<p>1. Public self</p> <p>Part of you known to you and others. Increases in size the longer the group is together.</p>	<p>2. Blind spot</p> <p>Part of you known to others but unknown to you. You may speak or behave in ways that has a big impact on others; of which you are not aware. This is especially true in a cross-cultural situation when you fail to ask for feedback.</p>
Unknown to others	<p>3. Hidden self</p> <p>Part of you known to you but not shared with others. While some things may need to remain hidden; sharing information about your hidden self can "clear the air" and build trust if known by others.</p>	<p>4. Unknown Self</p> <p>Part of you that is unknown to you and also to others. You may have talents and abilities that one day will surface.</p>

¹ Luft, J. and H. Ingham. 1955. *The Johari Window: A Graphic Model of Interpersonal Awareness*. Proceedings of the western training laboratory in group development. Los Angeles: UCLA