Johari Window

**Team Building Activity-**

Give a general overview of the Johari Window. Ask participants to choose from the list below that describes their own personality. They should choose some adjectives to fall into the Open Arena and Hidden Arena using the list below. Ask volunteers to share some of the personal characteristics they listed.

As the next step the participants are requested to pick 5-6 adjectives that describe each of their fellow participants. These adjectives are then mapped by each participant onto the four partitions or quadrants of Johari Window in the following manner:

***First quadrant: Open or Public Arena:*** Adjectives that are selected by both the participant himself and his fellow participants are pooled together and placed in the “open arena” compartment of Johari Window. These adjectives are those adjectives or traits of the participant that both he and his fellow participants are knowing.

***Second quadrant: Façade or Hidden Arena:*** Adjectives selected only by the participant himself but not by any of his fellows, are placed into the “hidden arena” compartment. This information about the adjectives of the self are known only to the participant and the fellow participants do not know about them. The participant himself will have to bring these traits of his into the open and put them to use.

***Third quadrant: Blind spot:*** Adjectives that are not selected by participant himself but only by his fellows are placed into the “blind spot” compartment. These are those adjectives that the participant is not knowing but others know about them. The participant can decide to invite the feedback on these from his fellow participants so that he starts knowing about his additional qualities he possess but has not used them so far.

***Fourth quadrant: Unknown:***Adjectives that were not selected by either participant or by his fellow participants will be placed in the “Unknown” compartment. These qualities of the participant were not recognized by anyone who participated in this exercise. The concerned participant will have to take a close look at these adjectives and make a plan of action to develop some of these qualities as per his requirements.

You will now instruct the participants on making a plan of action based on this kind of mapping. They should pick up some of the adjectives/qualities that they found in their hidden arena, blind spot and arena and make a plan to start putting them to use. They should specify a time line for implementing this plan of action. Also they should specify how they will use those qualities.

**Debrief**

**What were some of the words others in the team chose for you that you did not choose for yourself? Would you consider these “blind spots” for you?**

**Think of someone in the group that you don’t know well. What is something from hidden window that you’re willing to share to build trust?**

**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?**



