



Johari Window Exercise

The Johari Window Exercise

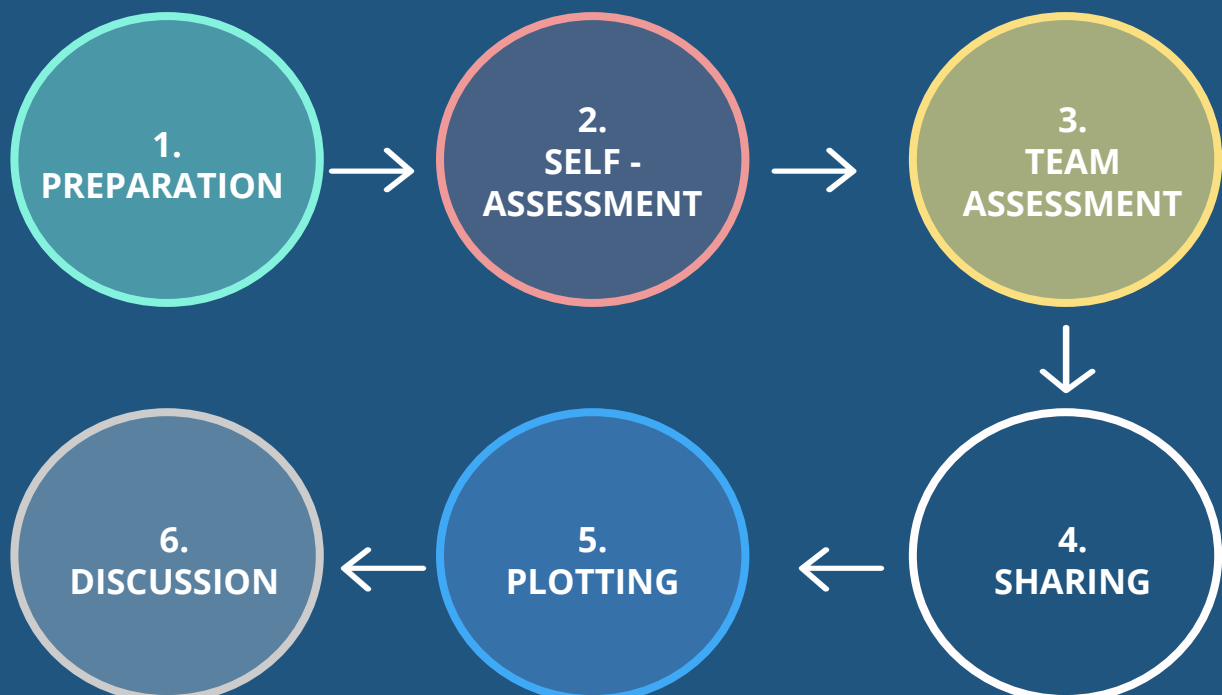
Positively increasing your TEAM'S self-awareness

This exercise is a team activity that uses the Johari Window model from Mygrow's Self-Awareness module to help you and your team explore each other's strengths. The aim of the exercise is to highlight strengths you and your team members might not be aware of, and in doing so, increase your self-awareness.

Finding the hidden gems

For many of us, the words "blind spot" bring to mind a list of weaknesses of which we are unaware - the "cream cheese" on our faces to which we are oblivious. While blindspots can be considered weaknesses, we also have unknown strengths. These strengths are like gems that are hidden from view. This group activity helps you find these strengths accessing the Johari Window through the lens of Positive Psychology.

How to facilitate the Johari Window exercise



Guidelines:

- Distribute the Johari Window Worksheet and the Personal Strengths List to your team (email or hardcopy).
- Ask the team to bring pen and paper to the session as they will need to draw the Johari Window.
- Say the following: *This is a safe space and you need only share to the degree that you are comfortable. We all agree that what is shared remains confidential and remember there are no right or wrong answers, this exercise is the vehicle for personal and team growth and any input is received positively.*

1. PREPARATION

Guidelines:

- Ensure the team has the personal strengths list.
- Ask each team member to select the five strengths most applicable to them.
- Say the following: *Take a moment to consider what you believe are your top five strengths. Write them down or take a note so you can refer back to them later.*

2. SELF - ASSESSMENT

PERSONAL STRENGTHS LIST

Ambitious	Forgiving	Negotiation skills
Appreciation for beauty and excellence	Grateful	Open minded
Authentic	Honest	Optimistic
Brave	Hopeful	Peacekeeper
Confident	Humble	Persistence
Creative	Humorous	Perspective
Curious	Integrity	Prudence
Dedicated	Inclusive	Responsible
Empathetic	Kind	Self-controlled
Enthusiastic	Leadership	Spirituality
Fair	Learning	Team player
Flexible	Listening	Time management
	Logical	Trustworthy
	Motivated	Visionary

3. TEAM ASSESSMENT

Guidelines:

- Ask everyone to select what they believe top five strengths of each of their team members.
They can jot these down on a notepad or cellphone.
- Say the following: *Now focus your attention on the strengths of your team members. Going person by person, write down what you believe are their top five strengths.*

4. SHARING

Guidelines:

- Now is the time for the real magic! One by one around the room, giving each team member the chance to hear the strengths that others perceive in them.
- Ask the team to then compare their *personal list of strengths* with the *list that others give them*.
- Say the following: *Now is the time for the "aha moment!". We are going to go around the team and share the strengths we see in one another. One person at a time. We will each then compare our personal strengths' list with the one given us by our team.*

5. PLOTING

Guidelines:

- Each team member draws the Johari Window on a piece of paper so they can plot their strengths.
- Ask everyone to take a moment to write their strengths on the Johari Window they have drawn.
- Guide them by saying the following:
Strengths that are on both lists go into the OPEN AREA.
Strengths that appear only on your personal list go into the HIDDEN AREA.
Strengths that are on others' lists but not the personal go into the BLIND AREA.

Guidelines:

- Each team member should now have an strengths that lie in their blindspots. Below are some questions that are worth exploring as a group:
- Answer the following questions as a team:
 - *What surprised you about this exercise?*
 - *How do you feel about the strengths in your blind area?*
 - *How might you move these strengths from the blind area to your open area?*
 - *In what way can you support each other as a team in recognising strengths and helping grow your open areas?*
 - *What in your opinion, is the benefit of increased self-awareness?*
 - *Why might it be important to know your strengths?*
- A final suggestion would be to invite the team to take their Johari Window Worksheet home and to repeat the activity, this time in relation to weaknesses they have. This is a far more vulnerable experience, but can be very helpful and constructive if done with people with whom they feel safe. Perhaps suggest they do it with a loved one, or trusted friend.

REFERENCES

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