Executive Velocity
we accelerate your leadership success

Johari Window Exercise for Teams

You will need a flip chart or white board to document results as shown below:

Known/Known (OPEN)	Known/Unknown (BLIND)
Unknown/Known (HIDDEN)	

1. Introduce Johari Window Concept
2. Each participant will receive a copy of "Johari Window Adjectives List". The person receiving insights will chose 12 adjectives that best describe themself. The other participants will each choose 8 adjectives that best describe the individual receiving insights.
3. Then have each participant reveal one adjective they feel represent the individual being assessed. Ask the individual if the adjective was on her list, if it is place it in the OPEN box and if it isn't, place it in the BLIND BOX.
4. Continue around the group one by one until there has been at least 10 OPEN adjectives listed.
5. The individual is then asked to reveal any remaining adjectives that have not yet been identified by participants. It may be that an individual identified the adjective but the sharing process ended before they shared the adjective. If this happens add it to the OPEN list. If no one has an adjective that the individual reveals then it should be placed in the HIDDEN box.
6. After all the documentation has been completed, some questions to ask the participant can include:

- 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?

© 2012 Executive Velocity Inc, Beth A Miller beth.miller@executive-velocity.com

For use with individuals, the process would be to collect the adjective lists from the participants and work individually with the person being assessed to develop the matrix and explore the questions. It would be helpful that after the initial analysis that the individual report back to the people providing feedback on what they learned for the process and thank them for their participation.

© 2012 Executive Velocity Inc, Beth A Miller beth.miller@executive-velocity.com