

JOHARI WINDOW EXERCISE FOR TEAMS AND INDIVIDUALS

"Leaders who excel are those who look inwards as well as welcome external feedback from others. The Johari Window combines both of these disciplines for individuals as well as teams."

You will need a flip chart or whiteboard to document results as shown on page 3:

Known/Unknown
(OPEN)

Known/Unknown
(BLIND)

Unknown/Unknown
(HIDDEN)

1. Introduce Johari Window concepts, found on Executive Velocity website under tools, Johari Window Descriptions.
2. Each participant will receive a copy of "Johari Window Adjectives List" on page 2. The person receiving insights will choose 12 adjectives that best describe them self. 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 reveal, then it should be placed in the HIDDEN box.

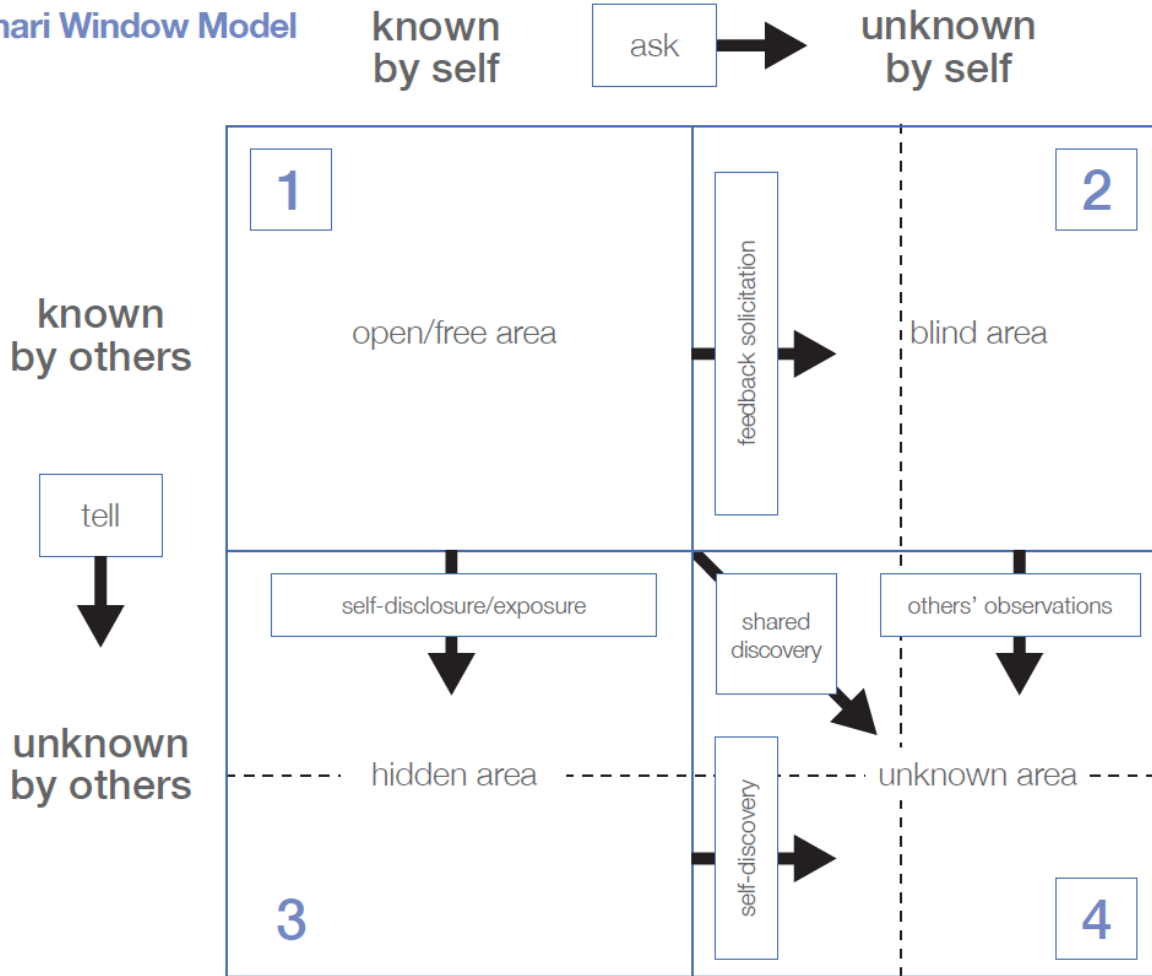
6. After all the documentation has been completed, some questions to ask the participant can include:
 - What were the biggest surprises to you regarding the Blind Spots?
 - Which adjectives may be helpful to you since you now know other perceptions and observations?
 - What HIDDEN adjectives would you like to show more often to your team members? What would be the first step you could take to move in this direction?

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.

Johari Window Adjectives

Able	Courageous	Happy	Listener	Proud	Silly
Accepting	Critical	Helpful	Logical	Quiet	Spiritual
Adventurous	Decisive	Humorous	Loving	Reflective	Spontaneous
Aggressive	Demanding	Idealistic	Loyal	Relaxed	Systematic
Assertive	Dependable	Impulsive	Mature	Reliable	Talkative
Autocratic	Dignified	Independent	Modest	Religious	Tenacious
Autonomous	Diplomatic	Influential	Motivator	Responsive	Tense
Bold	Dominating	Ingenious	Nervous	Risk Taker	Thorough
Calm	Empathetic	Innovative	Observant	Searching	Trustworthy
Caring	Energetic	Inspirational	Open	Self-Aware	Warm
Cheerful	Even-tempered	Intelligent	Organized	Self-Conscious	Wise
Clever	Extroverted	Introverted	Patient	Self-Contained	Witty
Complex	Flexible	Intuitive	Persuasive	Sensible	
Compliant	Friendly	Kind	Powerful	Sentimental	
Confident	Giving	Knowledgeable	Private	Shy	

Johari Window Model



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