

The Johari Window

Dave Thurston

History

The 'Johari' window is a convenient secular image, model and method used to develop trust within a group and is based on self-disclosure as well as the feedback of others. American psychologists, Joseph Luft and Harry Ingham developed this model in 1955.

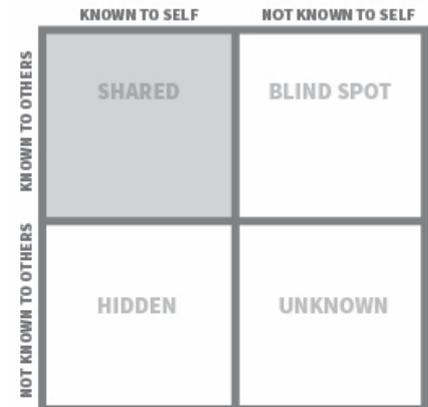
The rather awkward name 'Johari' comes from joining their first two names 'Joseph and Harry' and 'window' because the image looks like a four paned window.

Introduction

In the Johari window the knowledge of a person is represented through four quadrants or 'window panes'. Each of the four window panes represent someone's personal information, feelings and/or motivations and whether that information is known or unknown to oneself or others.

Therefore, there are four categories of information:

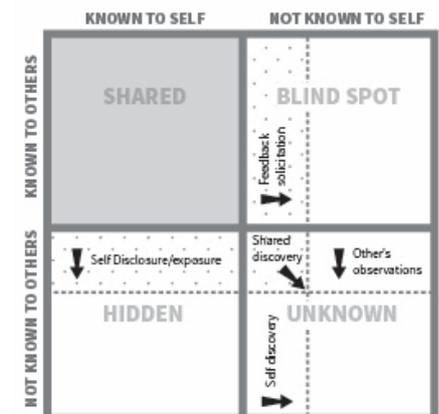
1. Shared – Known to self and known to others.
2. Hidden – known to self but not known to others.
3. Blind Spot – Not known to self but known to others.
4. Unknown – Not known to self and not known to others.



The Aim

The aim of Johari's window is that through appropriate self-revealing and the feedback of others, the space represented by the 'shared' window increases in area. Note that learning more about yourself and not sharing it increases the hidden, not the known.

Life gives all of us opportunities to learn about ourselves, consciously and unconsciously– this will increase the area of 'shared' knowledge. There may also be times when others make observations about how we behave or how we have impacted them or others, and how we respond to such comments will determine whether we allow our Johari Window to expand or not. Our first response to this sort of situation is often to be self-defensive. If however, our first response is curiosity, we have the opportunity to consider new information about ourselves, learn about the basis for the observation and perhaps grow as a person and a team member.



Johari's Window and the Christian

Emotional, relational and spiritual maturity is the foundation of Christian discipleship, and self-awareness and feedback are fundamental ways that the Lord uses to grow us up in Christ. 'Growing up' is often accompanied by growing pains but the pain is worth it. They are the pains associated with dying to the old 'self' and putting on the new 'self' created in Christ.

The Gospel gives us God's 'feedback' as to our true condition. According to Romans 5 we are sinners, God's enemies and weak; hardly flattering or welcome information. Before we become followers of Jesus we mostly ignore the tell-tale signs of our situation.

Unfortunately, subsequent to becoming a follower of Jesus, we can still be happy to be ignorant of the specifics of sin's ways within us. This is no way to grow in Christ-likeness.

An Exercise

Self-Awareness in Christ is the foundation of self-control and maturity in Christ so gaining insights into who we are, our strengths and weaknesses, how sin has shaped our lives etc are the building blocks the Spirit uses to lead us to repentance and learning to walk by the Spirit. But it is possible to 'wander' rather than walk by the Spirit. We need to watch and listen and learn. We should be doing this as we read and listen to and meditate on God's word but we can also employ other tools e.g. Myers Briggs personality test (<https://www.16personalities.com/>) or an enneagram assessment, or Belbin team roles. The main point is to use these tools and invite others to reflect on what they see as true about us.

Let us be intentional in our day to day lives as we interact with others, sharing and asking for feedback and asking the Lord to bring about Christ-like maturity in us.

Don't be in a hurry to answer the question 'How, as a follower of Jesus, do I need to respond?'

	How, as a follower of Jesus should I respond?
What was hidden but has now been disclosed?	
What have you discovered through feedback?	