



This tool was devised by psychologists Joseph Luft and Harry Ingham in the United States in 1955 when they were looking at how groups worked. It is a simple and useful tool for illustrating and improving self-awareness, and mutual understanding between individuals within a group. Interestingly, Luft and Ingham called their Johari Window model “Johari” after combining their first names, Joe and Harry.



When performing the exercise, the subject is given a list of 55 adjectives and picks five or six that they feel describe their own personality. Peers of the subject are then given the same list, and each pick five or six adjectives that describe the subject. These adjectives are then mapped onto a grid.

Johari window four regions or quadrants

1. Is part of ourselves that we see and others see - **open area, open self, free area, free self, or 'the arena'**
2. Is the aspect that others see but we are not aware of - **blind area, blind self, or 'blindspot'**
3. Is the most mysterious part in that the unconscious or subconscious bit of us is seen by neither ourselves nor others - **hidden area, hidden self, avoided area, avoided self or 'facade'**
4. Is our private space, which we keep from others - **unknown area or unknown self**

Adjectives that are selected by both the participant and his or her peers are placed into the **Arena** quadrant. This quadrant represents traits of the participant of which both they and their peers are aware.

Adjectives selected only by the participant, but not by any of their peers, are placed into the **Façade** quadrant, representing information about the participant of which their peers are unaware. It is then up to the participant whether or not to disclose this information.

Adjectives that are not selected by the participant but only by their peers are placed into the **Blind Spot** quadrant. These represent information of which the participant is not aware, but others are, and they can decide whether and how to inform the individual about these "**blind spots**".

Adjectives which were not selected by either the participant or their peers remain in the **Unknown** quadrant, representing the participant's behaviors or motives which were not recognized by anyone participating. This may be because they do not apply, or because there is collective ignorance of the existence of said trait.

Johari adjectives: A Johari Window consists of the following 55 adjectives used as possible descriptions of the participant. In alphabetical order they are:

- able
- accepting
- adaptable
- bold
- brave
- calm
- caring
- cheerful
- clever
- complex
- confident
- dependable
- dignified
- energetic
- extroverted
- friendly
- giving
- happy
- helpful
- idealistic
- independent
- ingenious
- intelligent
- introverted
- kind
- knowledgeable
- logical
- loving
- mature
- modest
- nervous
- observant
- organized
- patient
- powerful
- proud
- quiet
- reflective
- relaxed
- religious
- responsive
- searching
- self-assertive
- self-conscious
- sensible
- sentimental
- shy
- silly
- spontaneous
- sympathetic
- tense
- trustworthy
- warm
- wise
- witty

Nohari variant

A *Nohari window* is the inversion of the Johari window, and is a collection of negative personality traits instead of positive.

- incompetent
- violent
- insecure
- hostile
- needy
- ignorant
- blasé
- embarrassed
- insensitive
- dispassionate
- inattentive
- intolerant
- aloof
- irresponsible
- selfish
- unimaginative
- irrational
- imperceptive
- loud
- self-satisfied
- overdramatic
- unreliable
- inflexible
- glum
- vulgar
- unhappy
- inane
- distant
- chaotic
- vacuous
- passive
- dull
- cold
- timid
- stupid
- lethargic
- unhelpful
- brash
- childish
- impatient
- panicky
- smug
- predictable
- foolish
- cowardly
- simple
- withdrawn
- cynical
- cruel
- boastful
- weak
- unethical
- rash
- callous
- humourless