



Learning to Change

Johari Windows

Voice over

The Johari window provides a framework for organising your notes about yourself. This makes the notes much more useful as the picture this provides can be the basis for helping to decide what you want to do next. There are two factors at work in a Johari window. The first factor is what you know about yourself. The second factor is what other people know about you.

Anything that you know about yourself is part of your open area if you are happy that others know about it too as in “I have a positive attitude about change”.

Any aspect that you do not know about is in your blind area if other people have become aware of it without telling you such as “They are nervous about speaking in front of large groups”.

There are also things that you know about yourself that you do not want other people to find out about – these are in your hidden area for example “I am scared of making decisions in case I get it wrong”.

This leaves just one area. This is the area that is unknown to you or to anyone else: your unknown area.

You can change the balance between these areas. You might decide to tell someone about some aspect of your life that you had previously kept hidden from them – for example, “I am embarrassed about being a slow reader”. This would increase your open area and decrease your hidden area.

It is also possible to increase your open area by asking for feedback from people. This can reduce the size of your blind area. For example, they might tell you how well you communicate with them. It is also possible to work with another person to discover things that neither of you had appreciated before. For example, your contact with your tutor might help you both to have a clearer understanding of the effect that your experiences at school have had on your learning. This would reduce the size of your unknown area.

So the place to get started is your open area – by being as clear as possible about what you know about yourself already. The next step is about involving other people - asking them for feedback to reduce the size of your blind area.