

# JOHARI WINDOW EXERCISE FOR TEAMS AND INDIVIDUALS

by Beth Armknecht Miller



*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.

# Johari Window Exercise for Teams and Individuals

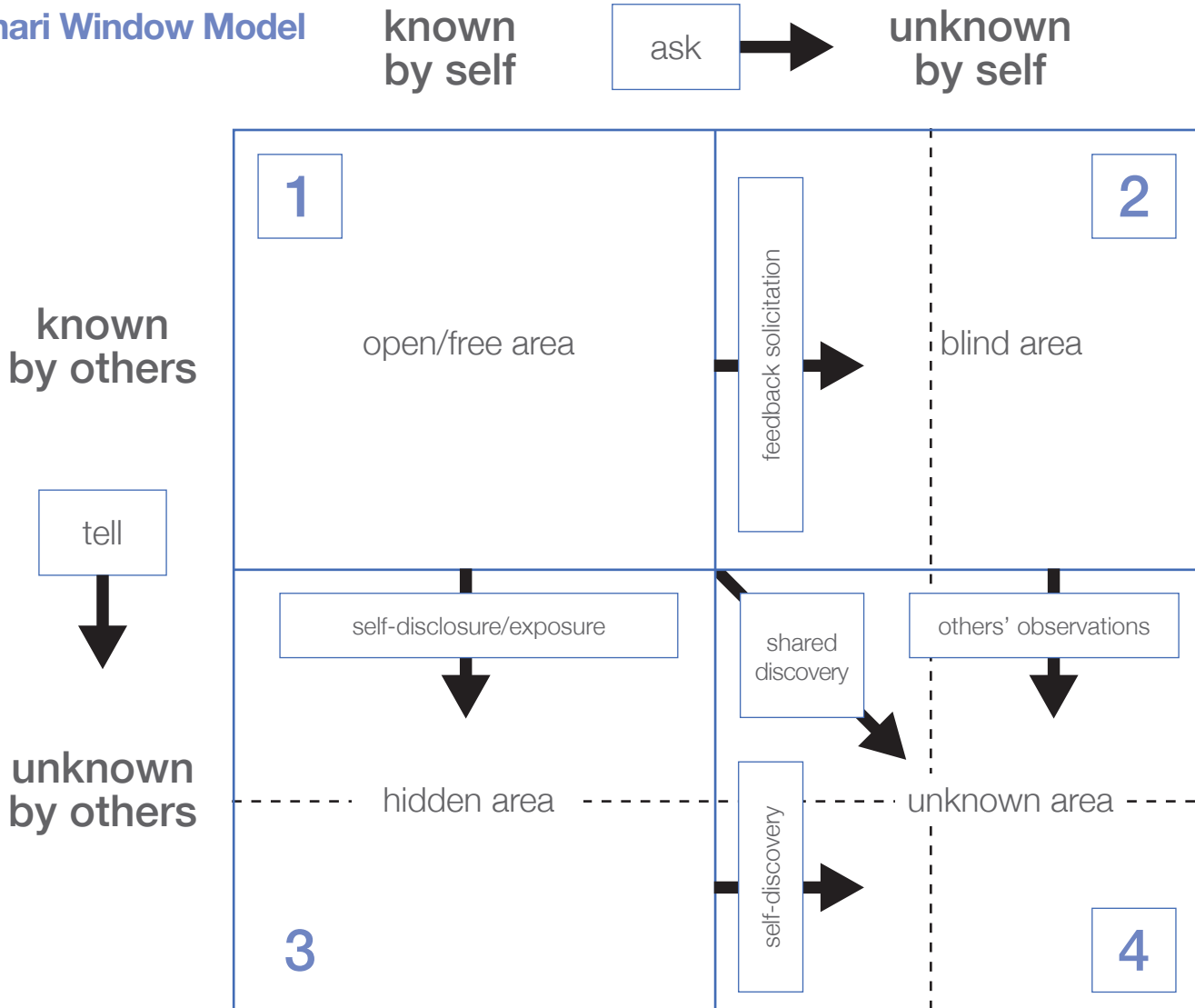
6. After all the documentation has been completed, some questions to ask the participant can include:
- What were the biggest surprises to you regarding the Blind Spots?
  - Which adjectives may be helpful to you since you now know others perceptions and observations?
  - What HIDDEN adjectives would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

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.

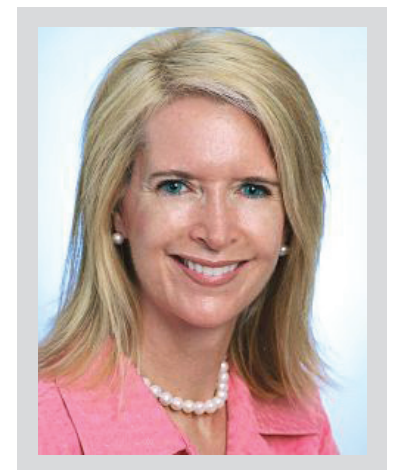
## Johari Window Adjectives

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

# Johari Window Model



Beth Armknecht Miller's passion for learning, and dedication to helping others, are strands woven throughout her distinguished career, which continue to guide her work with Executive Velocity, a top talent and leadership development advisory firm.



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