



JOHARI Window Workbook

JOHARI Window

	Known to Self	Not Known to Self
Known to Others	<i>Open/Free Area</i>	<i>Blind Area</i>
Not Known to Others	<i>Hidden Area</i>	<i>Unknown Area</i>

The name, JOHARI Window, makes it sound like a complicated tool. In reality, Joseph Luft and Harrington Ingham created the memorable name for their model by combining their first names, Joe and Harry. It was first used in 1955 and since then has become a widely used model for understanding and training in a variety of self-awareness dependent activities such as: personal development, communications, interpersonal relationships, group dynamics, team development and inter-group relationships.

The JOHARI Window provides a useful format for representing personal and/or group information such as feelings, experiences, views, attitudes, skills, intentions, motivation, etc from four perspectives. The labels refer to 'self' and 'others': 'self' means oneself while 'others' means other people in the person's group or team. It is an excellent tool for comparing self-perception to public perception and becoming a guide map developmental improvements.