

Self-Awareness Diagnostic Tool– The Johari Window Model Bhavesh Vaswani Bhavesh Vaswani CEO at Brite Coatings II Enabling businesses to develop & manufacture Self-Adhesive & Top Coated Products for the modern world During my ongoing MBA program, I came across an exceptionally user-friendly and efficient Self Awareness Diagnostic Tool. The 'Johari' window model is a convenient method used to achieve the task of understanding and enhancing communication between associated persons. American psychologists Joseph Luft and Harry Ingham developed this model in 1955. The name 'Johari' came from joining their first two names. This model is also denoted as the feedback/disclosure model of self-awareness. The Johari window model is used to enhance the individual's perception of himself. This model is based on two ideas– trust can be acquired by revealing information about you to others and learning about yourself from their feedback. The Johari model through four quadrants or windowpanes represents different aspects of a person. Each of the four windowpanes signifies personal information, feelings, motivation, and whether that information is known or unknown to oneself or others in four viewpoints. 1) 'Open Arena' What is known by the person about him/herself and is also known by others. This is mainly the area where all the communications occur and the larger the arena becomes the more effectual and dynamic the relationship will be with oneself and others. 2) 'Blind Spot' What is unknown by the person about him but which others know about him. 3) 'Facade' What the person knows about himself that others do not know – hidden area, avoided area. 4) 'Unknown Self' What is unknown by the person about him/herself and is also unknown by others. The Goal is the expand the Open/Self Arena How to use The Johari Window Model for self-awareness development 'Feedback solicitation' is a process that occurs by understanding and listening to the feedback from another person. In this way, the open area can be increased horizontally decreasing the blind spot. The size of the arena can also be increased downwards and thus by reducing the hidden and unknown areas through revealing one's feelings to another person. Leadership is about understanding and managing various people from different functional and demographic cohorts. I strongly feel the first step to improving your leadership abilities is Self-Realization and subscribing to a model of Self Transparency. From the Desk of Bhavesh Vaswani