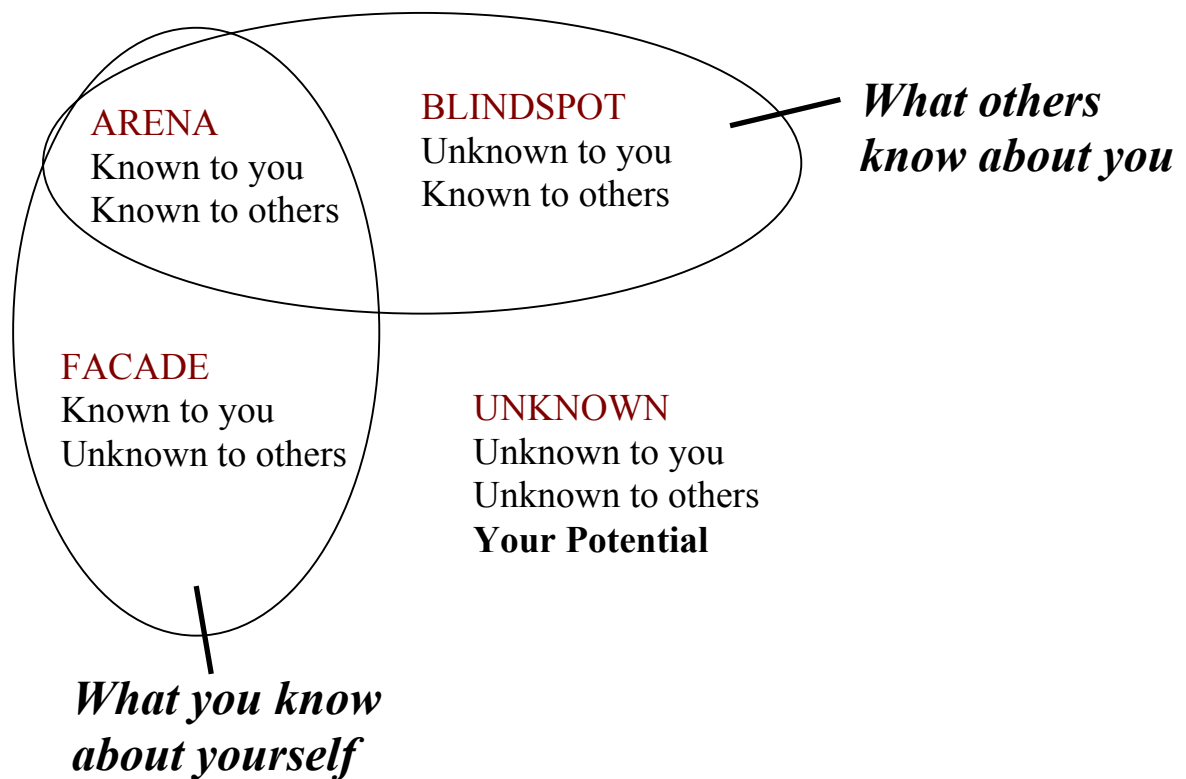


The Johari Window



The Johari Window was devised by Joe Luft and Harry Ingham to describe your style when interacting with others - how able are you to seek and accept feedback in order to discover how others see you, and how able are you to expose your feelings to other people in order to be fully understood? It is an information-flow model showing the amount of communication in each direction.

The **Facade** covers the “Real You”, as you secretly see yourself. How much of yourself do you keep hidden? Hiding a large amount of yourself will reduce your ability to perform. If there are good qualities hidden here, they are wasted. If there are bad aspects, then perhaps it would be better to change them rather than hide them? People tend to not trust others who are secretive. However, we all have a right to privacy, and there could be situations where discretion is advisable. But in general, other people will sense that you are not being open and this will reduce your effectiveness in your interpersonal relations. Also you may have a blind spot about your façade – you may think you are fooling people when you are not, or you may not realise how your façade is being perceived by others. The more open you are the better, and the process for reducing the hidden area is self-