

The Johari Window model

Effective learning is facilitated by good interpersonal communication. The Johari window model focuses on the balance of these exchanges between the parties.

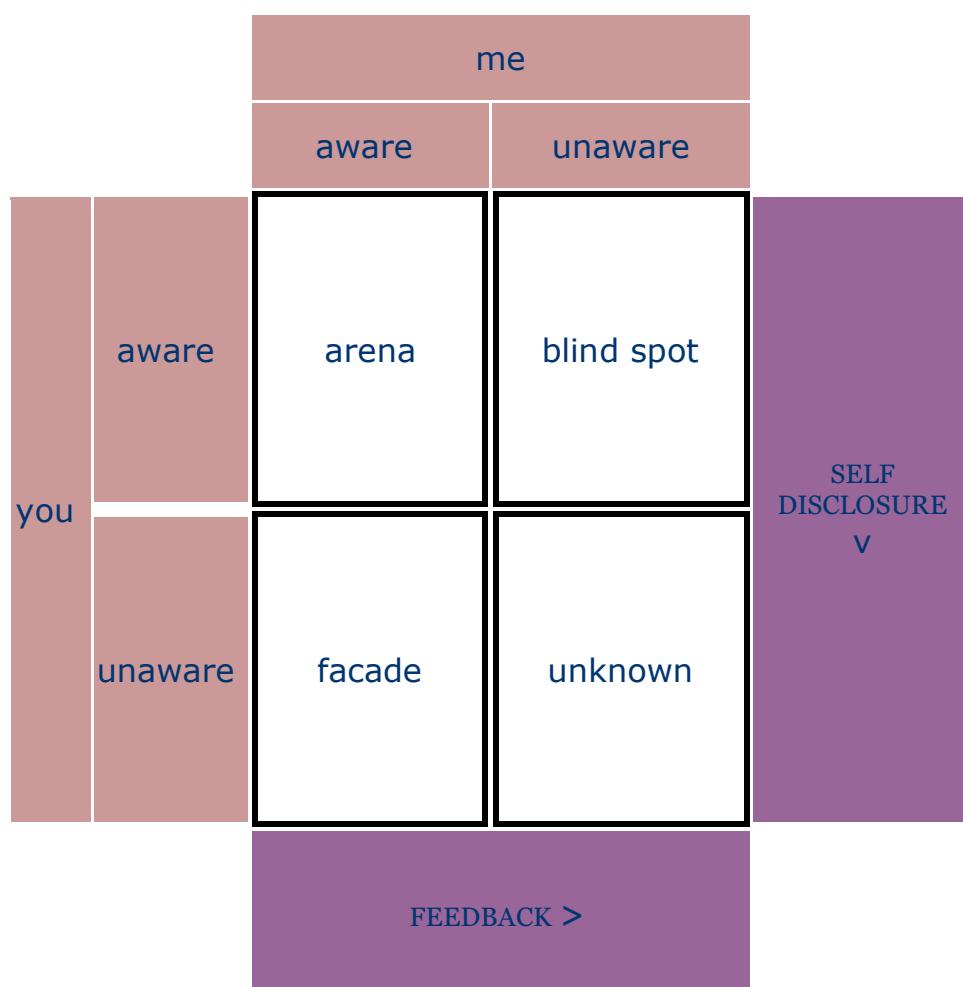
It was devised by Joseph and Harry Ingham, hence its name. It illustrates the effects of self-disclosure and feedback in increasing personal and interpersonal awareness. An understanding of the model can help you facilitate relationships in either group or one-to-one contexts. The four panes of the window are as follows:

Area I is the information that you and I both share and is called the arena.

Area II contains things I am aware of and have not disclosed to you, the facade.

Area III, the blind spot, consists of things you have noticed about me, about which I am unaware.

For both of us, Area IV the is unknown,.



Self-disclosure

Self-disclosure is being yourself; recognising and owning your opinions, values and feelings; understanding that these are no more valid than anyone else's.

We can share these with others remembering that they are only our '[map of the world](#)'.

Feedback

Feedback is about getting to know other people's "map of the world" - their opinions, values experiences, expectations etc.

Effective relationships

Effective relationships occur if there is a fair balance between self-disclosure and feedback.

- As we self-disclose, Area I (the Arena) extends into Area III (the facade)
- As we gain feedback about how others perceive us, Area I extends into Area II (the blind spot)
- Often by enlarging both these areas, Area I can extend into Area IV (the unknown).