



# The Johari Window

The **Johari Window** is a simple model for understanding self-awareness, communication, and relationships. It shows that there are parts of ourselves that are:

- known to us and known to others
- known to us but hidden from others
- not known to us but seen by others
- unknown to both us and others.

It was developed in 1955 by **Joseph Luft** and **Harrington Ingham**. The name “Johari” comes from combining parts of their first names: **Joseph** and **Harrington**.

It is used to help people improve self-awareness, feedback, trust, team effectiveness, and interpersonal communication.

In coaching, leadership, and team development, the Johari Window tool is often used to expand the OPEN quadrant. This increases awareness and in turn, helps people see how they may work more effectively with others.



# The Johari Window

A practical way to coach around feedback, trust, self-awareness, and the gap between intent and impact.

- 1 Pick a live situation.** When working with your coachee, choose a current relationship, an existing leadership challenge, or a current situation.
- 2 Using the topic chosen in 1, start with the OPEN area.** What is known to both your coachee and others?
- 3 Explore the HIDDEN area.** What has your coachee not yet shared, named, or shown that may matter here?
- 4 Invite gentle feedback as you explore the BLIND SPOT.** What might others be experiencing that the coachee doesn't see?
- 5 Turn insight into behaviour.** How do these insights help the coachee see the situation differently, or widen their aperture?

## Why It Works

It gives coaching conversations a simple structure for exploring self-awareness, trust, and feedback

## Coach's lens

- Ask permission before exploring feedback
- Normalize blind spots as part of self awareness
- Ground conversation in current examples.

## Try this prompt

- *“What might others be experiencing that you may not yet see?”*