

# THE JOHARI WINDOW EXERCISE INSTRUCTIONS

You can do this Exercise with a group of your friends or you can do it with one individual. In this case, the more the merrier since the wider the range of perspectives you can include, the fuller the final picture will be for the exercise.



## IMPORTANT

- You, as the subject of this Exercise, are called the, "Receiver."
- The individuals give you the feedback are referred to as "Participant(s)."

# JOHARI WIONDOW

## LIST OF DESCRIPTORS/ADJECTIVES

<b>Able</b>	<b>Giving</b>	<b>Powerful</b>
<b>Accepting</b>	<b>Happy</b>	<b>Private</b>
<b>Adventurous</b>	<b>Helpful</b>	<b>Proud</b>
<b>Aggressive</b>	<b>Humorous</b>	<b>Quiet</b>
<b>Assertive</b>	<b>Idealistic</b>	<b>Reflective</b>
<b>Autocratic</b>	<b>Impulsive</b>	<b>Relaxed</b>
<b>Autonomous</b>	<b>Independent</b>	<b>Reliable</b>
<b>Bold</b>	<b>Influential</b>	<b>Religious</b>
<b>Calm</b>	<b>Ingenious</b>	<b>Responsive</b>
<b>Caring</b>	<b>Innovative</b>	<b>Risk Taker</b>
<b>Cheerful</b>	<b>Inspirational</b>	<b>Searching</b>
<b>Clever</b>	<b>Intelligent</b>	<b>Self Aware</b>
<b>Complex</b>	<b>Introverted</b>	<b>Self Conscious</b>
<b>Compliant</b>	<b>Intuitive</b>	<b>Self Contained</b>
<b>Confident</b>	<b>Kind</b>	<b>Sensible</b>
<b>Courageous</b>	<b>Knowledgeable</b>	<b>Sentimental</b>
<b>Critical</b>	<b>Listener</b>	<b>Shy</b>
<b>Decisive</b>	<b>Logical</b>	<b>Silly</b>
<b>Demanding</b>	<b>Loving</b>	<b>Spiritual</b>
<b>Dependable</b>	<b>Loyal</b>	<b>Spontaneous</b>
<b>Dignified</b>	<b>Mature</b>	<b>Systematic</b>
<b>Diplomatic</b>	<b>Modest</b>	<b>Talkative</b>
<b>Dominating</b>	<b>Motivator</b>	<b>Tenacious</b>
<b>Empathetic</b>	<b>Nervous</b>	<b>Tense</b>
<b>Energetic</b>	<b>Observant</b>	<b>Thorough</b>
<b>Even-tempered</b>	<b>Open</b>	<b>Trustworthy</b>
<b>Extroverted</b>	<b>Organized</b>	<b>Warm</b>
<b>Flexible</b>	<b>Patient</b>	<b>Wise</b>
<b>Friendly</b>	<b>Persuasive</b>	<b>Witty</b>

# GENERAL OVERVIEW OF THE EXERCISE

Both the **RECEIVER** and the **PARTICIPANT(S)** will circle each of the Johari Window Descriptors/Adjectives that they feel apply to the **RECEIVER**.

## INSTRUCTIONS

1. Each **PARTICIPANT(S)** will have the list of Johari Window Descriptors List (above).
2. You are the **RECEIVER**. You will circle 12 adjectives (on the above list) that best describe you.
3. The other **PARTICIPANT(S)** will each choose 8 adjectives that best describe the **RECEIVER**.
4. Each **PARTICIPANT(S)** will reveal what 8 descriptors they chose. These will be checked against the **RECEIVER'S** list and then written onto the Johari Window Worksheet as follows:
  - Each time the **PARTICIPANT(S)** reveal(s) an adjective, check to see if it is one of the adjective you chose.
    - a. If **YES** (it is on the **RECEIVER'S** list) – Place it in the **OPEN** Box
    - b. If **NOT** (it is not on the **RECEIVER'S** list) – Place it in the **BLIND** Box.
    - c. Any adjectives the **RECEIVER**, listed but nobody else listed should be written in the **HIDDEN** Box.

## FINAL STEP – THE RECEIVER

This “Ah Ha” section of the Johari Window Exercise is designed for the **RECEIVER's** inner reflection.

# REMEMBER

- 
- 

THIS IS THE BEGINNING OF THE JOURNEY OF A LIFETIME. YOU WILL RELATE BACK TO THESE IN OTHER MODULES.

Reviewing the completed Johari Window, the RECEIVER considers these questions, writing the answers in the GPS Road Map™ workbook (Module 1):

1. What were the biggest surprises to you regarding the Blind Spots?
2. Which adjectives may be helpful to you since you now know others perceptions and observations?
3. What Hidden adjectives would you like to show more often to your team members? What would be the first step you could take to move in this direction?