

The Johari Window follow-on - inspired by the article of Ann Taylor (Horizons 30)

by
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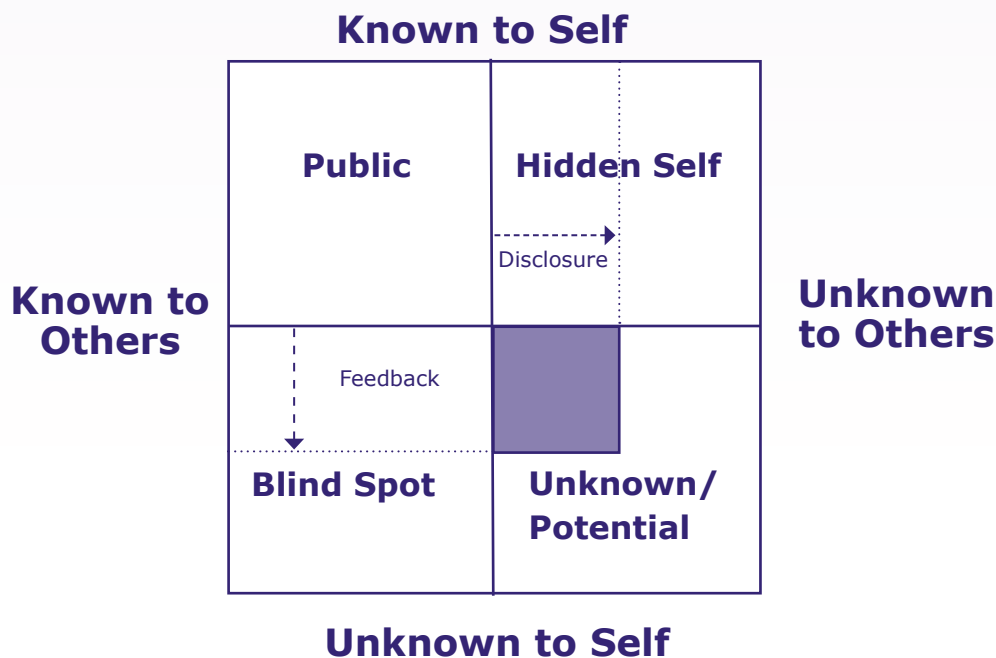
I read with interest the article by Ann Taylor "A View of the Johari Window". This is one of those models that has really "stood the test of time" and is as pertinent now as it was back in the late sixties when it was first established – a real "tool of the trade"!

The model underpins most of what I have been doing for the last twenty years. I can still remember seeing a participant's "eyes light up" when I presented the model and explained that Self Perception is made up of Public and Hidden Self "information" and that Others' Perceptions is made up of Public and Blind Spot "information" – yes, they are different and naturally so!

Ann's article focuses very much on the value of giving feedback to help an individual

"reduce" their blind window. In the original work of Luft and Ingham they also focussed on the importance of "disclosure" i.e. the giving of information that is withheld from others. Not necessarily the information locked away in our secret gardens, but information that may help others' understand why we behave in a certain way – in the context of a development seminar, this maybe: personal learning objectives, motivation (or not) for being there, concerns about elements of the programme, etc.

The belief of Luft and Ingham was that through a combination of feedback and disclosure, individuals can often gain insights into their unknown and in particular to their potential (see diagram below).



As Ann rightly points out, digging deep into the roots of the secret garden is for trained counsellors and psychotherapists; however, during the course of many seminars, disclosure and feedback often happen quite naturally and it is important to be aware of the impact that this can have on a participant. ■

Authors Notes

Bob is a bilingual, independent, British management (as well as team and leadership) development consultant working out of Toulouse in France. He has been using experiential (indoor and outdoor) learning for almost twenty-five years and currently works with companies such as Airbus, Snecma, EADS and Motorola.