

Johari's Window

Johari's window¹ is a model for helping us think about how we see ourselves and how others see us. It can be useful when exploring equality and diversity, because it helps us understand the link between private attitudes and public behaviour, the value of giving and receiving feedback, and the process by which we can change.

	Known to self	Not known to self
Known to others	The Public Self	The Blind Self
Not known to others	The Private Self	The Unknown Self

The public self represents what I know about myself and what others know about me – such as my observable behaviour, or attitudes that I talk about openly.

The blind self represents things that others know about me but I am not aware of. This might, for example, include things I do or say that are not intended to cause offence but in fact do.

The private self represents things that I know about myself but that I choose to hide from others. This could include opinions, attitudes or prejudices that I do not want challenged.

The unknown self represents the things about me – both limitations and potential – that are as yet dormant or unconscious, but which can be revealed in response to particular conditions. For example, by exposing myself to a wider range of people and cultures, I might bring into my public self a greater appreciation of diversity.

¹ It is called 'Johari's Window' because it was developed by Joe Luft and Harry Ingram.