

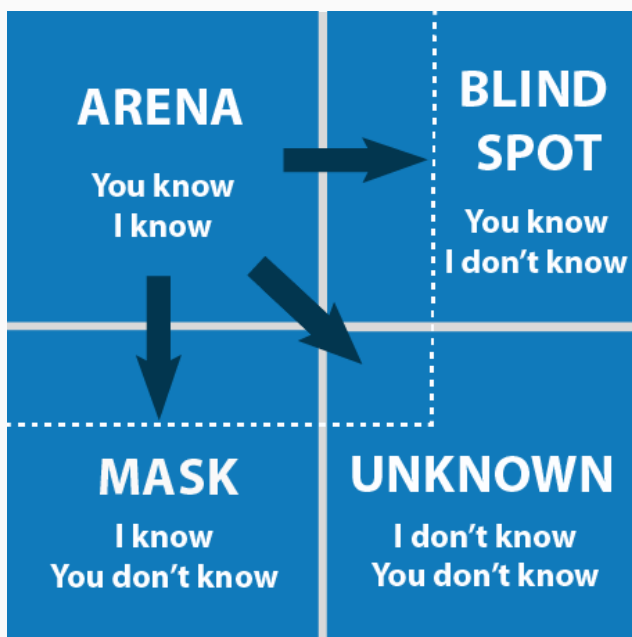
Johari Window + DiSC (or any behavior assessment tool)

Going deeper with self-awareness.

Learning Activity

Today, we are going to use the Johari window to dig even deeper into your DiSC style. What is the Johari window? This model, developed by Joseph Luft and Harrington Ingham in 1955, is a simple psychological tool that can be used to improve self-awareness and understanding. Like DiSC, it can help you to better understand your relationship with yourself and with others.

The Johari Window Model



The Johari window is made up of four quadrants:

- Arena
- Blind Spot
- Mask
- Unknown

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UNDERSTANDING EACH QUADRANT

Arena: This is information you know about yourself that is also known by other people. The goal of the Johari window is to expand the Arena as much as possible by learning more about yourself through feedback and by disclosing information about yourself to others.

Unknown: This is information that you don't know about yourself and that others don't know about you. If you have a strong S style, for example, you might have an unconscious assumption that if your world isn't in perfect harmony, things are bad. Bringing some self-awareness to this underlying assumption and then forcing it into the Arena through conversations with others can be very valuable for growth in your relationships.

Blind Spot and **Mask:** These areas contain information you know about yourself that others don't know (Mask), or information others know about you that you don't yet know about yourself (Blind Spot). Right now, we're going to dig into these two areas.

Reinforcement Activity

Your DiSC Style > Your "DiSC Style" story

Let's take a closer look at the Johari window in relation to your DiSC style. Read through the information about your DiSC story style again. This time, look for items that might fit into your Blind Spot or your Mask:

Blind Spot

What items do you question or disagree with? Write them down.

Select someone who knows you well and ask them:

Have you seen me use this behavior? If so, how often and when?

Note these items for reflection.

Mask

Is there anything that you agreed with that may be somewhat hidden from others? Write these down.

With a trusted friend, share that information and ask:

Did you know this about me?

If the answer is no, note the items for reflection.

Reflection

Was there anything that surprised you when you spoke with others about the items you wrote down from your style story?

How can you bring the Blind Spot and Mask items into your Arena with members of your team or other important relationships in your life?

Share what you learned from the time you spent on this activity with a trusted friend or colleague.

Team Application

Find a time to sit down with the rest of your team to go through this activity together. Share your insights and solicit feedback from one another on possible blind spots.

Keep a copy of the Johari window where your team will see it to remind everyone to continue the journey of self-discovery and self-disclosure.

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Source: The Team Approach

<https://www.onlinediscprofile.com/johari-window/>

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