



## ENLIGHTEN EXERCISE #49

### My Blind Spots

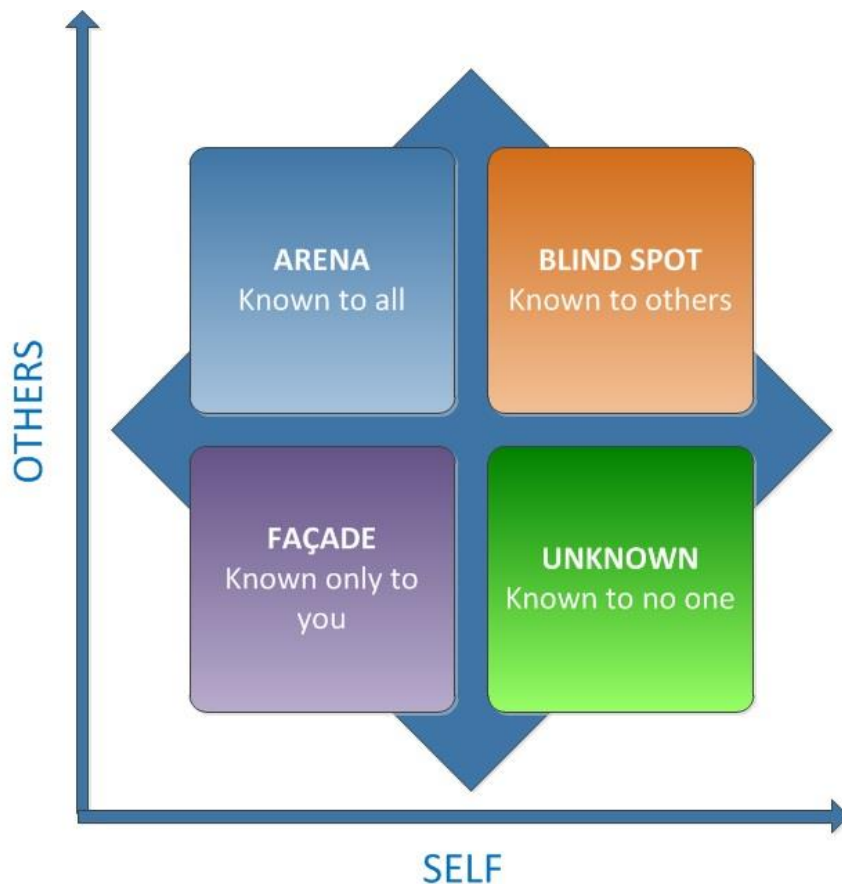
The Johari Window (Luft & Ingham, 1955) is a model used to help people better understand the relationship with self and others. The four quadrants correspond to what is known and unknown about you and to others:

**Open Arena:** This quadrant represents things known and visible to everyone. It is all of that information that you wanted other people to know. This is an area that is very open for all to see.

**Façade:** This quadrant represents things only known to you and not shared with others. It's that closet of feelings, insecurities, and not-so-great experiences. It's the private information.

**Blind Spot:** This quadrant represents things known only to others and "blind" to you (e.g., you snore at night but aren't aware of it).

**Unknown:** This quadrant represents things unknown to you and to others (the "undiscovered" self). It could be abilities and potentials that you have not discovered about yourself yet.



It is surprising what other people see in us and know about us. We don't even realize that we are communicating that information. This goes back to the communication process where we are always communicating something whether it is verbal or nonverbal. We cannot NOT communicate.

So, as we get new information from others our blind spot starts to shrink and the arena becomes larger.

## **Johari Window Exercise**

### **Step 1**

Identify one or more colleagues, coworkers, bosses or friends at work that you can trust to give you honest yet supportive feedback.

### **Step 2**

Ask for their thoughts on your Blind Area to help you understand what they experience and see about your behavior and style that might be unknown to you.

### **Step 3**

Reflect on what you may need to do more, less or differently based on their feedback.