

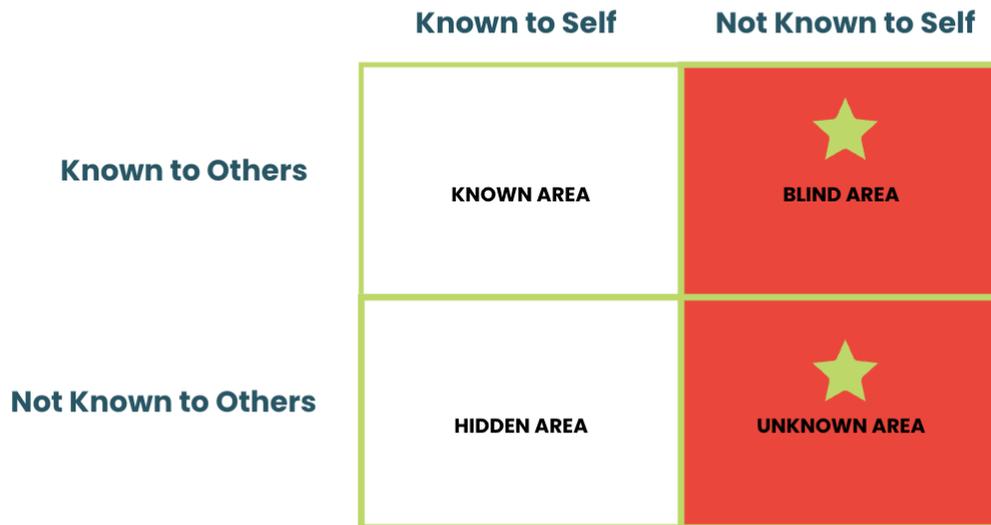


## Guide to Self-Discovery Using the Johari Window

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### 1. Introduction: What is the Johari Window?

The Johari Window is a powerful framework for self-awareness and interpersonal growth. It highlights how we understand ourselves and how others perceive us, breaking our awareness into four quadrants:



- **Open (Known Known):** What you and others know about you—your strengths, preferences, and actions that are visible and recognized.
- **Blind (Known Unknown):** What others see about you but you don't recognize yourself—your hidden biases, habits, or areas of improvement.



- **Hidden (Unknown Known):** What you know about yourself but choose to keep private—your unspoken fears, aspirations, or skills.
- **Unknown (Unknown Unknown):** The uncharted territory—qualities or potential yet to be discovered by you or anyone else.

Understanding these quadrants is essential for growth in personal and professional contexts. It encourages curiosity, trust-building, and intentional exploration.

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## 2. Reflection Exercises

### Open (Known Known):

- **Prompt:** What are my recognized strengths and skills? How do others acknowledge them?
- **Action:**
  - Write down feedback you've received about your performance or character.
  - Identify patterns where you excel and think about how to build on these.

### Blind (Known Unknown):

- **Prompt:** What feedback have I received that surprised me? What might others know about me that I don't recognize?



- **Action:**

- Conduct a 360-degree feedback exercise with trusted colleagues or friends.
- Ask open-ended questions like: *What is something you think I could improve on?*

### **Hidden (Unknown Known):**

- **Prompt:** What personal values, fears, or talents am I holding back? Why haven't I shared them?

- **Action:**

- Journal about unspoken aspirations or concerns.
- Share a hidden skill or idea with someone you trust to test its value.

### **Unknown (Unknown Unknown):**

- **Prompt:** What activities or challenges have I never explored? Where am I least comfortable?

- **Action:**

- Take on a new project or role that stretches your abilities.
- Experiment with diverse experiences—like attending a networking event in a new industry or learning an unfamiliar skill.



### 3. Recommended Reading and Tools for Self-Discovery

- *Thinking, Fast and Slow* by Daniel Kahneman: Understand how biases shape decisions and awareness.
- *Blink: The Power of Thinking Without Thinking* by Malcolm Gladwell: Explore intuition and subconscious insights.
- *The Black Swan* by Nassim Nicholas Taleb: Learn to navigate unpredictability.

#### Practical Tools:

- **[Gallup StrengthsFinder Test](#)**: Discover your key strengths and how to leverage them.
  - **360-Degree Feedback**: Gain insights into your blind spots through asking for feedback from colleagues and peers.
  - **Journaling Prompts**:
    - *What did I do today that surprised me?*
    - *What's one skill or trait I've always wanted to develop but never prioritized?*
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## **Next Steps: Turning Awareness into Action**

1. **Expand the Open Quadrant:** Actively share your goals and seek collaboration to gain support and visibility.
2. **Address Blind Spots:** Embrace constructive criticism to grow.
3. **Uncover Hidden Strengths:** Use self-reflection to align your personal aspirations with professional goals.
4. **Explore the Unknown:** Continuously push your boundaries with learning and experimentation.

***I'd love to hear from you!***

*Let me know how you get on! Get in touch at [merve@leadrisecoaching.com](mailto:merve@leadrisecoaching.com) if you would like to ask any questions or share comments / thoughts, feedback or expressions of pure enthusiasm!*