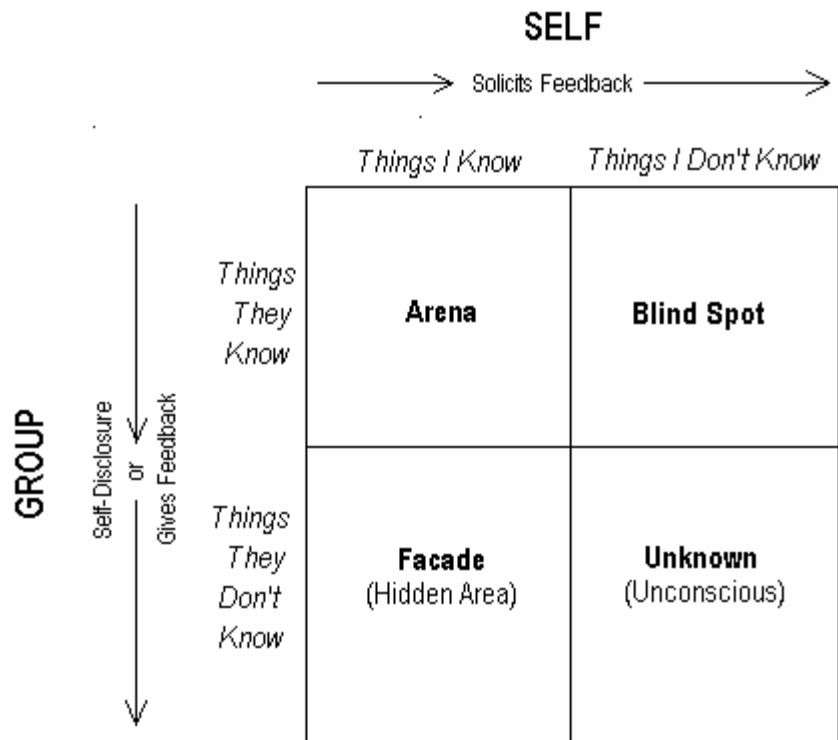


# The Johari Window



**The Arena** contains information that I know about myself and about which the group knows. It is an area characterized by free and open exchange of information between myself and others. The Arena increases in size as the level of individual-individual or individual-group trust and communication increases.

**The Blind Spot** is the information known about me by others, but which I do not know about myself. This information may be in the form of body language, habits or mannerisms, tone of voice, style, etc. Our Blind Spots are the things we are not aware we are communicating to others. It frequently is surprising to learn about these things and to learn how many of them there are. For persons with large Blind Spots, learning to solicit feedback can be quite useful and enlightening.

**The Facade** is the area of information that I know about myself but which, for some reason, I withhold from others. This information may include feelings, opinions, prejudices, and past history. People have various motives for keeping secrets: some may fear rejection or ridicule; others may withhold information in order to manipulate others.

**The Unknown** contains things that neither I nor others know about me. Some of this material may be so far below the surface that I may never become aware of it. Other material, however, may be below the surface of awareness to both me and others but can be made public through an exchange of feedback. This information may include childhood memories, unrealized potential, and so on. Because knowing oneself completely is extremely unlikely, the Unknown in the Johari Window model is extended so that part of it always will remain unknown. In Freudian terms, this is the 'unconscious.'