



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore – 641 107**

**An Autonomous Institution**

**Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 23BAT202 – HUMAN RESOURCE MANAGEMENT**

**I YEAR /II SEMESTER**

**Unit 3 – TRAINING AND EXECUTIVE DEVELOPMENT**

**Topic: Self Development - Johari Window**



# SELF DEVELOPMENT

## MEANING

Self – development means a personal desire to improve through an individual's attempt to embark on study and practical experience that are independent of an organization's role and contribution.

- Self development is also known as Self Control.



# MODELS FOR SELF DEVELOPMENT

## Development of self-awareness

- ▶ Self awareness is concerned with the identification of what one is.
- ▶ Explained by Joseph Luft & Harrington Ingham

### JOHARI WINDOW



# JOHARI WINDOW

The Johari Window is a framework for understanding conscious and unconscious bias that can help increase self-awareness and our understanding of others. It is the creation of two psychologists, Joseph Luft and Harrington Ingham, who named the model by combining their first names.



# JOHARI WINDOW

	Known to Self	Not Known to Self
Known to Others	Arena "Open Self"	Blindspot "Blind Self"
Not Known to Others	Facade "Hidden Self"	Unknown Self



# JOHARI WINDOW



The Johari Window is divided into four quadrants, each representing different areas of self-awareness and knowledge in relation to others:

**Open Area (Arena):** This quadrant includes information about yourself that both you and others know. This could include your behaviors, skills, attitudes, and other aspects that are openly shared and acknowledged.

**Blind Area (Blind Spot):** This area contains information that others know about you, but you are unaware of. Feedback from others can help reveal these blind spots, leading to greater self-awareness.

**Hidden Area (Facade):** This quadrant includes information that you know about yourself but keep hidden from others. This could be personal experiences, secrets, or insecurities. Reducing the hidden area through self-disclosure can improve interpersonal relationships.

**Unknown Area (Unknown):** This area consists of information about yourself that neither you nor others know. It includes unconscious behaviors, hidden potential, and undiscovered talents or traits. Exploration and new experiences can help uncover aspects of this area.



# JOHARI WINDOW

• Increase the size of the open area without disclosing too much personal information about yourself

- Decrease the size of the hidden and unknown areas.
- The Johari Window is a model used to help people better understand their relationships both with themselves, and with others.



**RECAP**

**QUESTIONS???**

**THANK YOU**