Developments in Business Simulation & Experiential Exercises, Volume 9, 1982

THE JOHARI WINDOW AS A MEASURE OF PERSONAL DEVELOPMENT

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INTRODUCTION

This paper represents an attempt to objectively measure the impact of a series of experiential exercises using the Johari Window [1] as a measure of change in individual self-perception. These exercises were designed to increase self-awareness, willingness to experiment with new behaviors, and to instill a willingness to be open in interpersonal relations.

We began our series of exercises with an explanation of the Johari Window. We phrased our objectives in a manner consistent with the Johari Window. We then requested each individual to assess his or her own distribution across the blind, private, public, and unknown areas of the Johari Window and to develop individual' goals articulated by a 'desired distribution' across these same areas. Our contribution was to provide opportunities for, and guidance in accomplishing this desired distribution through the exercises and activities scheduled.

Given our dependence upon the Johari Window as a goal articulation device, it seemed reasonable that it might prove useful as a measure of goal accomplishment as well.

PROCEDURE

We asked a group of subjects (n50) to provide their goals for the session in terms of the Johari Window. This was accomplished by providing each participant with a square, and asking him/her to divide that square into the four areas in a fashion consistent with their current feelings about themselves (baseline data). A second square was then provided. The subjects were requested to divide that square in a fashion consistent with how they wanted themselves to be (goal articulation).

We then compared these desired distributions to their initial distributions across areas. The differences were used as a measure of desired change. In addition, both distributions were compared with a third square partitioned at the end of the series of experiential exercises. This third square was to be divided in a manner consistent with how they felt about themselves at that point.

RESULTS

As Table 1 indicates, subjects did have very definite desires to increase that area which is public and to reduce that area of themselves that was unknown.

Table 2 indicates that neither desire was satisfied for this group. In both instances the end of class "areas" were significantly short of the stated goals. In fact, Table 3 provides data demonstrating that no changes across these areas occurred.

CONCLUSION

Although it is disappointing that all that we had wished to accomplish was not accomplished, the Johari Window did seem to perform well as a goal articulation device, arid as a measure of change in individual self-perception. A great deal more must be done before real confidence can be placed in the use of the Johari Window for these purposes. However, the results of this preliminary study do provide encouragement in that regard.

REFERENCES

[1] Luft, Joseph and Ingham, Harry, "The Johari Window, A Graphic Model of Interpersonal Awareness" Proceedings of the Western Training Laboratory in Group Development (Los Angeles: UCLA, Extension Office, 1955).

Table 1. Johari Window Estimates

| | Percent Distribution Across Areas | | |
	At Beginning Class	Desired Future Distribution	Significance of Difference
Public	30.46	40.04	p.000
Private	31.58	30.04	p=.623
Blind	18.53	18.58	p.609
Unknown	19.81	12.53	$p.0^{00}$

Note: Percents computed by dividing area (e.g., blind, private) labeled by student (n=50) by total area: Totals may exceed 100% due to rounding.
a The test statistic was the t test for paired samples.