

Relationship Skills with others

The Johari window:

Introduction:

This technique helps people to understand their relationship with themselves and others better. First, they try to find their own strengths and weakness and then get feedback about what others think are their obvious features. The time needed depends a lot on the amount of people and if they already have a lot of experience with giving feedback. If many people give a lot of precise feedback, which would of course be best, the exercise will take more time and the other way around too.

Number of participants: approximately 5-25 persons

Timespan: ca. 30 min

1. The place to start in the Johari window is in the “open” area by making some notes about yourself. What are your strengths and your weaknesses? What are you comfortable with and willing to share with others? The key is to be honest and clear about what you know about yourself already.
2. Involve other people and ask for feedback about yourself. When receiving feedback, be respectful, listen and reflect on what has been said. Then give the person who provided the feedback some acknowledgement/feedback or thank that person for making the effort. Remember that giving effective feedback is a skill and some people may be better at it than others.

This is how the Johari Window looks like:

Johari Window

	Known to self	Not known to self
Known to others	Arena	Blind Spot
Not Known to Others	Façade	Unknown