

The johari window essay sample

[Life](#), [Relationships](#)



Joseph Luft and Harry Ingram created the Johari Window technique in 1955 in the United States, used to help people better understand their mental instability. It is a simple and useful tool for understanding and training self-awareness, personal development, improving communications, interpersonal relationships, group dynamics, team development and intergroup relationships. This model especially relevant due to emphasis on and influence of, ' soft' skills, behavior, empathy, cooperation, inter-group development and interpersonal development. This new assessment technique helps in understanding people's behavior, potential, management styles, interpersonal skills and attitudes. An important consideration in human resources planning, job profiling, recruitment interviewing and selection, management development, customer relations and customer service, and more.

The Model

Explanation of the four quadrants :

Quadrant I

This is the known or public area where all the information relating to the individual on his or her behaviour, attitudes, feelings, desires, ideas, ambition, etc. are known to the self as well as others.

Quadrant II

This is the blind area where all the information relating to the individual on his or her behaviour, attitudes, feelings, desires, ideas, ambition, etc. are not

known to the self but known to others like personal qualities, feelings, repressed experiences .

Quadrant III

This is the hidden area where all the information relating to the individual on his or her behaviour, attitudes, feelings, desires, ideas, ambition, etc. are known to the self but unknown to others like deep secrets and desires, close personal events, etc.

Quadrant IV

This is the unknown area where all the information relating to the individual on his or her behaviour, attitudes, feelings, desires, ideas, ambition, etc. are not known to the self and also not known to others: unknown to all like inhibitions, compulsions, obsessions, etc.

Interpersonal relations improves in its effectiveness when a person talks about him or herself by self disclosure or exposure to gain self knowledge and let others know the person. Self awareness improves further when others tell a person about his or her behaviour, etc. which is called feedback.

JW analysis for SANJUKTA

QI. Sanjukta's public area where all the information relating to her behaviour, attitudes, feelings, desires, ideas, ambition are known to the self as well as others, is the smallest quadrant of her JW which shows that she only shares the above mentioned things to very few people. She is friendly to most

people but has a very guarded nature and doesn't wish to become vulnerable by disclosing herself to others.

QII. This is the blind area where information not known to the self but known to others like personal qualities, feelings, repressed experiences is also small for her which indicates that there is only little that she doesn't know about herself but this area can be reduced further by increasing the open area if her interaction with people becomes more candid.

QIII. This is the area where all the information are known to the self but unknown to others like deep secrets and desires, close personal events is quite big for her indicating she is secretive and likes to keep her desires and ambitions unexposed from others.

QIV. The unknown area where information is not known to the self and also not known to others: unknown to all like inhibitions, compulsions, obsessions is also quite big for Sanjukta which indicates that she still needs to discover a lot about herself.

JW analysis for SURAJIT

QI. Surajit's public area which is known to the self as well as others, is the largest quadrant of his JW which shows that he shares his dreams and ambitions to most people.

QII. This is the blind area where information not known to the self but known to others like personal qualities, feelings, repressed experiences is also quite

big indicating there are also many things that he doesn't know about himself but others know them.

QIII. This is the area where all the information are known to the self but unknown to others like deep secrets and desires, close personal events is small indicating he is not very secretive and likes to share his ambitions and plans with others.

QIV. The unknown area where information is not known to the self and also not known to others: unknown to all like inhibitions, compulsions, obsessions is also quite small for him indicating that he only needs to do little soul searching to unearth the yet to be discovered talents in him.

JW analysis for SREELEKHA

QI. Sreelekha's public area which is known to the self as well as others, is quite small which shows that she doesn't shares her dreams and ambitions to most people.

QII. This is the blind area where information not known to the self but known to others like personal qualities, feelings, and repressed experiences is the smallest quadrant of her JW indicating there are few things that he doesn't know about herself but others know them.

QIII. This is the area where all the information are known to the self but unknown to others like deep secrets and desires, close personal events is the largest indicating she is very secretive and dislikes to share aspirations and plans with others.

QIV. The unknown area where information is not known to the self and also not known to others: unknown to all like inhibitions, compulsions, obsessions is also quite big for her indicating that she needs to do lots of soul searching to unearth the yet to be discovered talents in her.

JW analysis for ARPANA

QI. Arpana's public area which is known to the self as well as others, is quite big which shows that she t shares her dreams and ambitions with most people.

QII. This is the blind area where information not known to the self but known to others like personal qualities, feelings, and repressed experiences is the also quite big indicating there are many things that she doesn't know about herself but others know them.

QIII. This is the area where all the information are known to the self but unknown to others like deep secrets and desires, close personal events is a optimum size indicating she is not very secretive and likes to share aspirations and plans with others.

QIV. The unknown area where information is not known to the self and also not known to others: unknown to all like inhibitions, compulsions, obsessions is similar in size as her hidden self which for her indicats that she needs to do lots of soul searching to unearth the yet to be discovered talents in her.

Transactional Analysis

It is a model of people and relationships

The Model is based on two beliefs:

1. A person has 3 parts or states of being to their personality called ego states known as parent, adult and child 2. When a person converses with another person he does so from one particular ego state to the other person's one particular ego state. This process is called a transaction.

Ego states :

* Parent – The messages learnt till the age of 5 years and repeated throughout the life of an individual as subjective and judgmental – “ don't do this”; “ that is bad” Controlling parent – scolds, limits, directs, controls

Nurturing parent – loving, caring, supporting, nurturing

* Adult – This ego state gives, receives, asks for data, processes data and is evaluative, logical, reasonable, mature * Child – The emotions and feelings associated with the external stimuli.

These too are learned till the age of 5 years.

Natural child – playful, frank & open

Little professor – innovative, exploring, creative

Adaptive child – adjusting, fits into the surrounding environment

Transactions can be complementary or crossed

In complementary transactions the responding ego state is the receiving ego state i. e., if the initiating transaction is from P to C, then the response is from C to P. These are healthy and normal transactions. In crossed

transactions the response is not from the ego state to which the stimulus was sent.

The method of analysis

Our highest score is our predominant ego state, however all of these are about degrees, the further we move into particular range the more likely it is that we will exhibit this behaviour. The wonderful thing is that we are all different.

This is our ingrained voice of authority, absorbed conditioning, learning and attitudes from when we were young. Our parents, teachers, older people, next-door neighbours, aunts and uncles conditioned us from an early age. Our parent is made up of a huge number of hidden and overt recorded playbacks. Typically embodied by phrases and attitudes starting with ' how to', ' under no circumstances', ' always' and ' never forget', ' don't lie, cheat, steal', etc, etc.

Our parent is formed by external events and influences upon us as we grow through early childhood. It is likely that the main bulk of this influence will be during the formative years of 0 – 5 years old.

What the score says about you:

1. If your scores are within 4 of each other, you have a balance 2. If your nurturing parent is 6 or above, you might be prone to being a soft touch – you probably don't like conflict 3. If your controlling parent is 6 or above, chances are you have a tendency to bite, but this will mean you are better able to deal with conflict. Sample words and phrases demonstrated by the

Parent ego state: Should, don't, must, ought, always, never, now what, if I were you, let me help you, because I said so, don't ask questions, do not disturb, be good, what will the neighbours say, there there, You are: bad, good, stupid, ugly, beautiful, smart, ridiculous, naughty, evil, talented, cute, all wet, horrible, a trial, a blessing, a brat, an angel, absurd, shocking. Try, don't be afraid; come on now; see, it doesn't hurt; don't worry; I'll take care of you; here's something to make you feel better.

Gestures and postures demonstrated by the Parent ego state:

Pointing an accusing or threatening finger; a pat on the back; consoling touch; pounding on the table; rolling eyes upward in disgust; tapping feet or wringing hands in impatience; shaking head to imply 'no-no' or 'OK!' Arms folded across chest with chin set; face tilted up looking down nose; holding and/or rocking someone.

Tone of voice demonstrated by the Parent ego state:

Sneering, punitive, condescending, encouraging, supportive, and sympathetic.

Facial expression demonstrated by the Parent ego state:

Scowl; encouraging nod; furrowed brow; set jaw; angry; sympathetic or proud eyes; smile; frown; loving; hostile; disapproving. Our adult is our ability to think and determine action for ourselves, based on received data.

The adult in us begins to form at around ten months old, and is the means by which we keep our parent and child under control. If we are to change our parent or child we must do so through our adult. What the score says about you:

1. 9-11 is a typical score
 2. 12-16 indicates someone who asks the right number of questions and is likely to be a natural decision maker
 3. 8 or less indicates that you might be a bit hasty and prone to not gathering enough information before making a decision
 4. Above 16 indicates that you might ask too many questions and be reluctant to make decisions. This can obstruct the flow of work and might annoy others
- Sample words and phrases demonstrated by the Adult ego state: How; when; who; what; where; why; probability; alternative; result; yes; no; what are the facts; what has been done to correct it so far; it's 4. 30 p. m.; what are the reasons; have you tried this; this is how it works; let's consider the options; let's look for the causes; according to the information to hand.; change is indicated; the meeting is at two.

Gestures and postures demonstrated by the Adult ego state:

Straight (not stiff) posture, eye contact that's level; listening by giving feedback and checking out understanding; interested. Mirrors and matches.

Tone of voice demonstrated by the Adult ego state:

Clear without undue emotion; calm; straight; confident; inquiring and giving information.

Facial expression demonstrated by the Adult ego state:

Thoughtful; watching attentively; quizzical; lively; here and now responsiveness; eyes alert; confident. Our internal reaction and feelings to external events form the child. This is the seeing, hearing, feeling, and emotional body of data within each of us. When anger or despair dominates

reason, the child is in control. Like our parent we can change it, but it's not easy.

The profile represents the real (inner) you. We have a tendency to make a 'coat' for ourselves based on things we experience in later life. 'If I talk to him he shouts at me, so I don't talk to him anymore.' How many times do we think 'I wish I hadn't said that'. This is often an indication that the 'real us' has escaped.

What Your score says about you:

1. 6 to 8 is a typical score
2. Less than 6 suggests that you might be prone to sarcasm and sometimes be seen to have a 'chip on your shoulder'.
3. More than 8 and you are a high child. If this is the case and your controlling parent is much higher than your nurturing parent, you are likely to be prone to being a bit scatty at times. If the opposite applies i. e. your nurturing parent is much higher than your controlling parent (and as a consequence you don't like conflict), chances are you might have a habit of agreeing with anyone to avoid it.

Sample words and phrases demonstrated by the Child ego state: Gosh, wow; can't; won't; want; wish; mine; look at me now; did I do all right; I'm scared; help me; do it for me; nobody loves me; you make me cry; it's your fault; I didn't do it; he's no good; mine is better than yours; you'll be sorry; I want to go home; let's play.

Gestures and postures demonstrated by the Child ego state:

Slumped; dejected; temper tantrums; batting eyelashes; joyful or exhilarated

posture; curling up; skipping; squirming; nose thumbing; (other obscene gestures); nail biting; raising hand to speak.

Tone of voice demonstrated by the Child ego state:

Giggling; gurgling; whining; manipulating; sweet talk; asking permission; swearing; spitefulness; teasing; sullen silence; taunting; needling; belly laughing; excitement; talking fast and loud; playfulness.

Facial expression demonstrated by the Child ego state:

Teary eyed; pouting; eyes looking upward at another; downcast eyes; joyfulness; excited; curious; tilted head; flirty; looking innocent and wide-eyed; helplessness; admiration.

TA analysis for SANJUKTA

Scores:

Parent: (caring= 9 critical= 10) Total = 19

Adult: Total = 14

Child: Total = 9

Interpretation:

a. Nurturing parent of 9 indicates that Sanjukta might be prone to being a soft touch and probably doesn't like conflict b. Controlling parent of 10 indicates that there are chances Sanjukta has a tendency to bite, but this will mean that she is better at dealing with conflict c. An adult score of 14 indicates her as someone who asks the right number of questions and is likely to be a natural decision maker d. A score of 9 indicates that Sanjukta is

a high child. In this case because her controlling parent is higher than the nurturing parent, she is likely to be prone to being a bit scatty at times

TA analysis for SURAJIT

Scores:

Parent: (caring= 8 critical= 8) Total = 16

Adult: Total = 13

Child: Total = 9

Interpretation:

a. His nurturing parent is 8 which means he might be prone to being a soft touch and probably doesn't like conflict b. His controlling parent is 8, chances are that he might have a tendency to bite, but this means that he is better able to deal with conflict c. An adult score of 13 indicates him as someone who asks the right number of questions and is likely to be a natural decision maker d. A score of 9 indicates that Surajit is a high child

TA analysis for SREELEKHA

Scores:

Parent: (caring= 7 critical= 11) Total = 18

Adult: Total = 11

Child: Total = 9

Interpretation:

a. Her nurturing parent is 7 which means she might be prone to being a soft touch and probably doesn't like conflict b. Her controlling parent is 11,

chances are that he might have a tendency to bite, but this means that he is better able to deal with conflict c. 11 is a typical score

d. A score of 9 indicates that Sreelekha is a high child. In this case because her controlling parent is higher than the nurturing parent, she is likely to be prone to being a bit scatty at times

TA analysis for ARPANA

Scores:

Parent: (caring= 11 critical= 7) Total = 18

Adult: Total = 14

Child: Total = 15

Interpretation:

a. Her nurturing parent is 11 which means she might be prone to being a soft touch and probably doesn't like conflict b. Her controlling parent is 7, chances are that he might have a tendency to bite, but this means that he is better able to deal with conflict c. An adult score of 14 indicates him as someone who asks the right number of questions and is likely to be a natural decision maker d. A score of 9 indicates that Arpana is a high child

Stroke analysis

A stroke is a unit of attention which provides stimulation to individuals. –

Woollams and Brown in 1978. TYPES OF STROKES

1. INTERNAL: fantasies, self praise, and other forms of self stimulation. 2.

EXTERNAL: strokes from others are important for healthy living. 3.

CONDITIONAL: the stroke is for something – “ I like your coat”. 4.

UNCONDITIONAL: the stroke is for being you – “ I love you” (POSITIVE: “ I love you” NEGATIVE: “ I hate you”.) 5. STROKE VALUE: “ I love you” will carry more energy say 10, whereas “ Hi” may only carry say a value of 2. 6.

FILTERED STROKES: “ I see you have a new coat” can be changed / filtered to negative or positive strokes with the person saying to himself “ He likes / doesn’t like my coat” The person maintains his own internal life position by using his filter. STROKING PROFILE:

The stroking profile was first developed by Jim McKenna and was described in the Transactional Analysis Journal, October 1974. The stroking profile helps to measure how a person gives and receives strokes in 4 categories. This can be an effective therapeutic tool as a person can then decide to change any part of his/her stroking profile. E. g. a person may decide to stop discounting positive strokes and to ask for more of them. * GIVING STROKES IS OK

* SAYING NO IS OK

* TAKING STROKES IS OK

* ASKING FOR STROKES IS OK

Using the stroking profile:

1. Rated ourselves in each of the categories above as to how often we do these things. 2. Did both positive strokes and negative strokes.

Stroke analysis for SANJUKTA

* Sanjukta maintains a perfect balance between giving positive and negative strokes. She is quick to appreciate a job well done but is equally strict when

the result of a job is of undesired standard. * She accepts very little positive strokes because she is always at war with herself to achieve a far better output and is always striving for perfection. Furthermore she is even more stringent in accepting negative strokes because she is hard-working and becomes disheartened when people criticize her. * Again we see a balance between her asking for positive and negative strokes which means she wants to be motivated by both rewards and scolding whichever is appropriate depending on the quality of the result. * We see that she refuses to give more of positive strokes than negative ones which makes her more of an autocratic leader than a democratic one.

Stroke analysis for SURAJIT

* Surajit gives lesser negative strokes compared to positive ones. * When it comes to taking strokes he accepts more of positive strokes rather than negative strokes. * We see here that he asks for negative strokes more than positive ones. We as a team have also noticed that he works better when dealt with strictness and tight rules. * Overall he refuses to give a lot of negative strokes as compared to positive ones which means he is usually very calm and would rather withdraw into a shell than facing criticism.

Stroke analysis for SREELEKHA

* We see that Sreelekha gives a huge amount of positive strokes and a fair amount of negative strokes which makes her very friendly among people. * She also takes a lot of positive strokes than negative ones which means she likes to be appreciated for her efforts. * Again her percentage of asking for

positive strokes is much higher than the percentage of asking for negative strokes indicating her need for approval from seniors. * We see than she maintains a balance between refusing to give positive as well as negative strokes.

Stroke analysis for ARPANA

* Arpana gives a higher number of positive strokes than negative ones which shows than she is quick to appreciate a good job but doesn't show her disappointed in a bad job. * The ratio of taking positive strokes is comparatively higher than that of negative strokes which means she is comforted when she is appreciated for her performance. * She again asks for more positive strokes than negative ones. * We see than she maintains a good balance between refusing to give positive as well as negative strokes.