

# Leadership

Business



Johari Model and Personal development The Johari window relies on moving from the known to the unknown. It deals with evaluating oneself in order to achieve success in the development of organizational communication. In fact, it helps in interpersonal development and group cohesiveness. The four regions of Johari window help in defining a person as known by others or by himself. In personal development, the major challenge will be overcoming oneself which includes ability to accurately evaluate yourself. The challenge in humanity is accepting criticism especially on emotive issues such as personal development and relationship building (Ashcraft, 2011, p. 68). The major challenge in personal development is handling criticism, which is essential in developing and understanding of personality.

In spite of the challenges, understanding of the notion and the choice of the other people is integral in personality development. The hidden area in the model illustrates areas that cannot be handled personality and depends on the ability of others to help in the discovery. The hidden areas in personality include talents which may be identified by other people (Ashcraft, 2011, p. 69). The hidden areas depend on communication development allowing critical analysis of the behavior of the leader or individual.

The blind and the unknown areas in personality will be understood when the crisis is handled in the company. The blind area is understood by others which may be different with the way one perceives himself. In fact, the blind area can be useful when trying to understand why others respond to you (Ashcraft, 2011, p. 124). The hidden area represents what one does not want others to know which may lead to crisis when known. The major challenge in Johari window theory is the understanding of the areas of control of the quadrants.

Reference

Ashcraft, D. (2011). *Personality Theories Workbook*. London: Cengage Learning.