

KNOWN TO SELF

NOT KNOWN TO SELF

KNOWN TO OTHERS

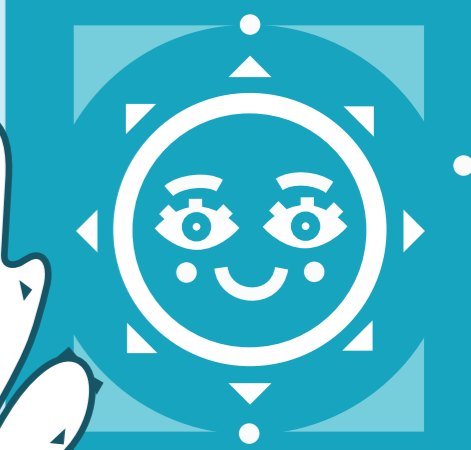
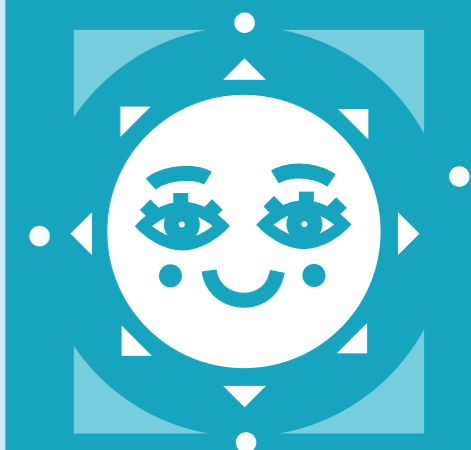
NOT KNOWN TO OTHERS

1 ARENA - OPEN SELF
Attributes you know about yourself.
Others may also know these.

2 BLIND SPOTS - BLIND SELF
Attributes others know about you
that you don't know.

3 FACADE - HIDDEN SELF
Attributes you know about yourself
that others do not.

4 UNKNOWN SELF
Attributes neither you
nor others know you have.



THE KIND WORDS

ABLE

ACCEPTING

ADAPTABLE

ARTICULATE

ASSERTIVE

AWARE

BOLD

BRAVE

CALM

CAREFUL

CONFIDENT

CREATIVE

DEPENDABLE

DIGNIFIED

EDGY

ELABORATE

EMPATHETIC

ENERGETIC

EXCITABLE

FASHIONABLE

FIT

FRIENDLY

FUN-LOVING

GENTLE

GIVING

HAPPY

HEALTHY

HELPFUL

HONEST

IDEALISTIC

INCLUSIVE

INDEPENDENT

INTELLIGENT

INVENTIVE

KIND

KNOWLEDGEABLE

LIVELY

LOGICAL

MATURE

MINDFUL

MODEST

OBSERVANT

ORGANIZED

PATIENT

POWERFUL

PROUD

QUIET

REALISTIC

REFLECTIVE

RELAXED

RESPECTFUL

RESPONSIBLE

RESPONSIVE

SEARCHING

SELF-AWARE

SENSIBLE

SENTIMENTAL

SHY

SKILLED

SOCIABLE

SPIRITUAL

SYMPATHETIC

TRUSTING

TRUSTWORTHY

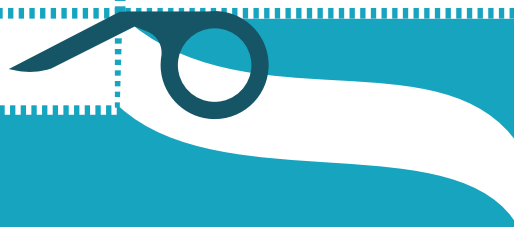
WARM

WELCOMING

WILLING

WISE

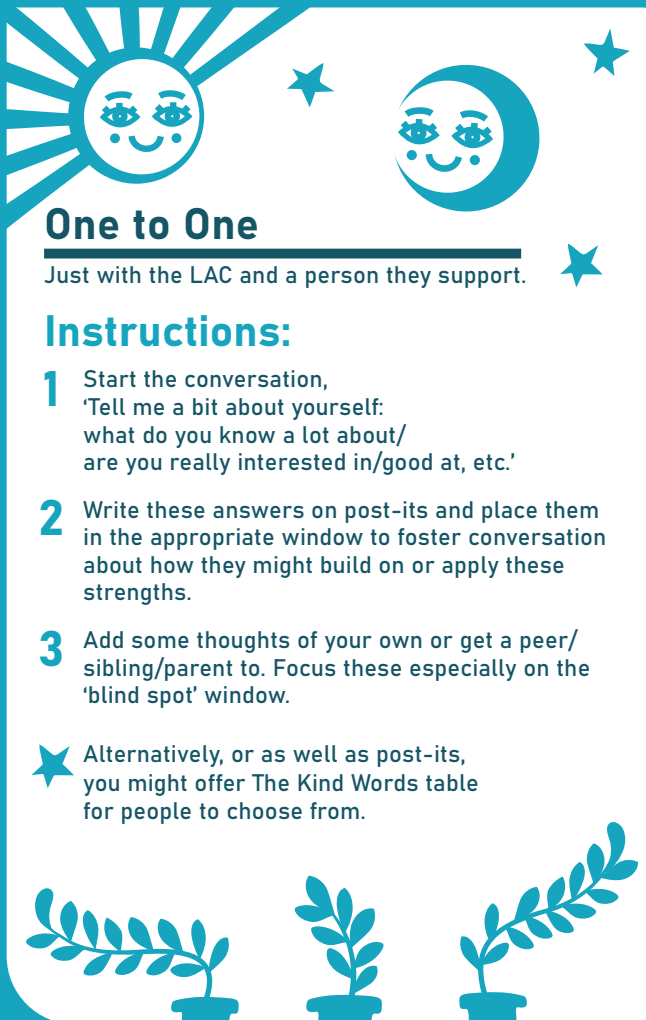
WITTY



THE JOHARI WINDOW

The Johari Window framework can be used by LACs as a way to open conversation with a person they support and work with. It focuses on and reveals their strengths with a view to activating these in ways that matter to this individual.

THIS EXERCISE CAN BE DONE IN ONE TO ONE OR IN A GROUP



One to One

Just with the LAC and a person they support.

Instructions:

- 1 Start the conversation, 'Tell me a bit about yourself: what do you know a lot about/ are you really interested in/good at, etc.'
- 2 Write these answers on post-its and place them in the appropriate window to foster conversation about how they might build on or apply these strengths.
- 3 Add some thoughts of your own or get a peer/sibling/parent to. Focus these especially on the 'blind spot' window.

★ Alternatively, or as well as post-its, you might offer The Kind Words table for people to choose from.

In a Group:

With a wider group of people who know this person well. In this case the exercise can help foster deeper relationships and contribute to shifting patterned behaviours as well as opening up new opportunities.

Instructions:

- 1 Together choose the peers: Identify people who the individual trusts and thinks know them well.
- 2 Select some kind words: Review the list of words (or make your own) and circle 5-10 words that the individual thinks best describe them.
- 3 Get feedback: Ask others to complete the same exercise, choosing the 5-10 words they think best describe the person you are doing this exercise for.
- 4 Plot words: Place all selected words in 'Open' pane. Place words that only the individual selected in the 'Hidden' pane.
- 5 Plot feedback: Place words the peers selected but that the individual didn't in the 'Blind' pane. Place the remaining words in the 'unknown' pane. Alternatively, you can choose to leave the "Blind" pane empty.
- 6 Review the words in the four panes of the window. How aligned are the ways that the individual sees themselves and how others see them?

★ Whakapapa:

Developed by psychologists Joseph Luft and Harrington Ingham in 1955, the Johari Window is a technique that helps people better understand their relationship with themselves and others.

