

The Johari Window

Back in the 1970's, Joseph Luft and Harrington Ingram created a "window" to reveal what we know or don't know about something and what others know or don't know about something. They called it the "Johari Window of Opportunity" (from **JO**seph and **HAR**rington):

	Known to Others	Unknown to Others
Known to Self	1	2
Unknown to Self	3	4

The communications process occurs at two levels:

The overt level, or what was actually said.

The covert or hidden level, or what was actually meant.

Sometimes we say one thing, but mean another.

Cell 1 - Known to self and known to others. This is what we communicate to others. It is what the communication process is all about.

Cell 2 - Known to self and unknown to others. This is what we conceal from others. Sometimes there is a good reason for holding something back, e.g. gossiping. At other times it might be bad for the communication process; e.g. holding something back because it gives us a false sense of job security.

Cell 3 - Unknown to self and known others. Sometimes we communicate something we are unaware of. For example, I might say, "I'm not angry," while slamming my fist on the table.

Cell 4 - Unknown to self and unknown to others.