JOHARI WINDOW : AN IMPORTANT MODEL FOR PERSONALITY DEVELOPMENT

*Sania Sareen,

Assistant Professor Commerce Department

D.A.V. College, Amritsar.

ABSTRACT

Human beings have emerged as the most distinctive and brainy species of the world. Their organized patterns of attitudes and behavioral traits compose a good personality. Personality development has always played a very vital role in enhancing the thought process, temperament as well as the character of a person. The desire in a young professional to create a strong positive impression about the self in intellectual and social circles is paramount. Hence he feels that the inculcation of values and skills are imperative for him before embarking upon the world where he will have to take complete charge of his life. So, personality development has come to be considered as a value-addition to the qualified scientists and engineers in the era of globalization where they might be called upon to share their ideas and knowledge across cultures and continents. And this interaction can only be beneficial if they excel in communication skills. Therefore such skills have become an essential requisite for sharing ideas and knowledge and for carrying out beneficial interaction. Johari window is one such simple and useful tool for understanding and training self awareness, personal development, improving communications, interpersonal relationships, group dynamics, team development and intergroup relationships. The present paper discusses the role of communication skills and personality development in an individual's life. It also explains the Johari window as important model for personality grooming.

Keywords: Personality, Communication skills, Johari window, Globalization

Introduction

The term personality is derived from the Latin word persona meaning a mask. Personality is a patterned body of habits, traits, attitudes and ideas of an individual as these are organized externally into roles and statuses and as they relate internally to motivation, goals and various aspects of selfhood. According to Robert Park and Earnest Burgess Personality is the sum and organization of those traits which determine the role of the individual in the group. According to Linton, personality embraces the total organized aggregate of psychological processes and status pertaining to the individual. Personality says MacIver is all that an individual is and has experienced so far as this all can be comprehended as unity. According to Lundberg the term personality refers to the habits, attitudes and other social traits that are characteristic of a given individual's behavior. By personality Ogburn means the integration of the socio-psychological behavior of the human being, represented by habits of action and feeling, attitudes and opinions. Davis regards personality a psychic phenomenon which is neither organic nor social but an emergent from a combination of the two. According to Young personality is the totality of behavior of an individual with a given tendency system interacting with a sequence of situations.

On the basis of these definitions it may be said there are two main approaches to the study of personality:

1. The psychological
2. The sociological

The psychological approach considers personality as a certain style peculiar to the individual. This style is determined by the characteristic organization of mental trends, complexes, emotions and sentiments. The psychological approach enables us to understand the phenomena of personality disorganization and the role of wishes, of mental conflict and of repression and sublimation in the growth of personality. The sociological approach considers personality in terms of the status of the individual in the group, in terms of his conception of his role in the group of which he is a member. What others think of us plays a large part in the formation of our personality. Thus personality is a sum of the ideas, attitudes and values of a person which

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories.
GE- International Journal of Management Research (GE-IJMR)
Website: www.aarf.asia. Email: editoraarf@gmail.com , editor@aarf.asia

Page 14

determine his role in society and form an integral part of his character. Personality is acquired by the individual as a result of his participation in group life. As a member of the group he learns certain behavior systems and symbolic skills which determine his ideas, attitudes and social values. These ideas, attitudes and values which an individual holds comprise his personality. It is necessary to improve self-awareness and personal development among individuals when they are in a group. The 'Johari' window model is a convenient method used to achieve this task of understanding and enhancing communication between the members in a group. American psychologists Joseph Luft and Harry Ingham developed this model in 1955. The idea was derived as the upshot of the group dynamics in University of California and was later improved by Joseph Luft. The name 'Johari' came from joining their first two names. This model is also denoted as feedback/disclosure model of self-awareness.
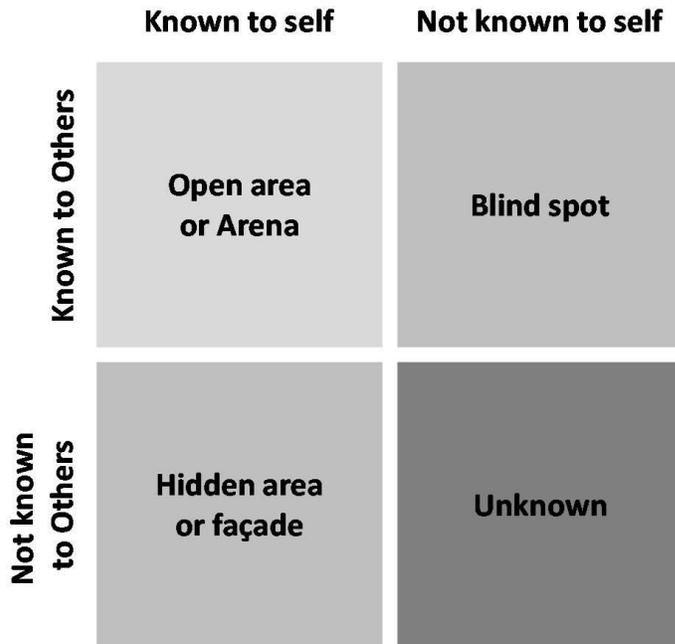
The present paper has been written keeping in view the following objectives:

- To understand the meaning of personality
- To have a clear picture of the Johari Window model
- To study the relationship between personality and Johari Window

Concept Of Johari Window

The Johari window model is used to enhance the individual's perception on others. This model is based on two ideas- trust can be acquired by revealing information about onself to others and learning about ones personality from their feedbacks. Each person is represented by the Johari model through four quadrants or window pane. Each four window panes signifies personal information, feelings, motivation and whether that information is known or unknown to oneself or others in four viewpoints.

The Johari Window Model

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories.
GE- International Journal of Management Research (GE-IJMR)
Website: www.aarf.asia. Email: editoraarf@gmail.com , editor@aarf.asia

Page 15

	Known to self	**Not known to self**
Known to Others	Open area or Arena	Blind spot
Not known to Others	Hidden area or façade	Unknown

The Johari Window Model

The method of conveying and accepting feedback is interpreted in this model. A Johari is represented as a common window with four panes. Two of these panes represent self and the other two represent the part unknown to self but to others. The information transfers from one pane to the other as the result of mutual trust which can be achieved through socializing and the feedback got from other members of the group.

1. **Open/self-area or arena** - Here the information about the person his attitudes, behaviour, emotions, feelings, skills and views will be known by the person as well as by others. This is mainly the area where all the communications occur and the larger the arena becomes the more effectual and dynamic the relationship will be. 'Feedback solicitation' is a process which occurs by understanding and listening to the feedback from another person. Through this way the open area can be increased horizontally decreasing the blind spot. The size of the arena can also be increased downwards and thus by reducing the hidden and unknown areas through revealing one's feelings to other person.

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories.
GE- International Journal of Management Research (GE-IJMR)
Website: www.aarf.asia. Email: editoraarf@gmail.com , editor@aarf.asia

Page 16

2. **Blind self or blind spot** – Information about oneself that others know in a group but one will be unaware of it. Others may interpret yourselves differently than you expect. The blind spot is reduced for an efficient communication through seeking feedback from others.

3. **Hidden area or façade** – Information that is known to you but will be kept unknown from others. This can be any personal information which you feel reluctant to reveal. This includes feelings, past experiences, fears, secrets etc. we keep some of our feelings and information as private as it affects the relationships and thus the hidden area must be reduced by moving the information to the open areas.

4. **Unknown area** - The Information which are unaware to yourselves as well as others. This includes the information, feelings, capabilities, talents etc. This can be due to traumatic past experiences or events which can be unknown for a lifetime. The person will be unaware till he discovers his hidden qualities and capabilities or through observation of others. Open communication is also an effective way to decrease the unknown area and thus to communicate effectively.

Depending on the results of the Johari window, individuals may need to make adjustments in their communication styles and behavior choices in order to more effectively convey the things they want others to know about themselves, or the things they want to change outright.

Conclusion

An important aspect of personality development is achieving or improving self-awareness, or the ability to assess oneself through introspection. This also includes knowing how people around one perceive our personality. A common tool for developing self-awareness is the Johari Window. In today's time of growing competition in all spheres of life, in order to survive one needs to have such a personality which overshadows others and influence them to the core. A unique personality is the call of the day. The kind and extent of success that an individual achieves, depends on his attitude, behavior and thoughts which as a whole form one's personality. It is important to have a positive outlook towards life. It will make one's life secure, prosperous and happy.

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories.
GE- International Journal of Management Research (GE-IJMR)
Website: www.aarf.asia. Email: editoraarf@gmail.com , editor@aarf.asia
Page 17

References

- Kumar, Sanjay & Lata, Pushp. Communication Skills, , Oxford University Press, 2011.

- Kelly, Anita E. and McKillop, Kevin J. (1996), "Consequences of Revealing Personal Secrets ." Psychological Bulletin, v120(3), pg. 450 .

- Luft, Joseph (1969). "Of Human Interaction," Palo Alto, CA: National Press, 177 pages.

- Mohan, Krishna & Banerji, Meera. : Developing Communication Skills, Macmillan, 2009.

- Lima, Caio Cesar; Canbarro, Diego; Role Perception In The Organizational Behavior For The Organizational Innovation Accord; Scholedge International Journal of Management & Development; Mar2015, Vol. 2 Issue 3, p14-18.

- Harrison Chang; Luna Chang; The Impact Of Human Resources Management Going International; Scholedge International Journal of Management & Development; Mar 2015, Vol. 2 Issue 3, p5-9.

- Raman, Meenakshi & Singh, Prakash: Business Communication, Oxford University Press, 2006.

- Sinha, K.K.: Business Communication, Galgotia Publishing Company, 2006.

- Wallace, R Harold. Personality Development, Cengage Learning, 2010.

Websites Referred

- http://www.sociologyguide.com/personality/meaning-of-personality.php

- http://www.au.af.mil/au/awc/awcgate/sgitc/read5.htm

- http://www.executive-velocity.com/the-benefits-of-the-johari-window-model/

- http://communicationtheory.org/the-johari-window-model/

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories.
GE- International Journal of Management Research (GE-IJMR)
Website: www.aarf.asia. Email: editoraarf@gmail.com , editor@aarf.asia
Page 18