

FOLLOWER'S BRIEFING

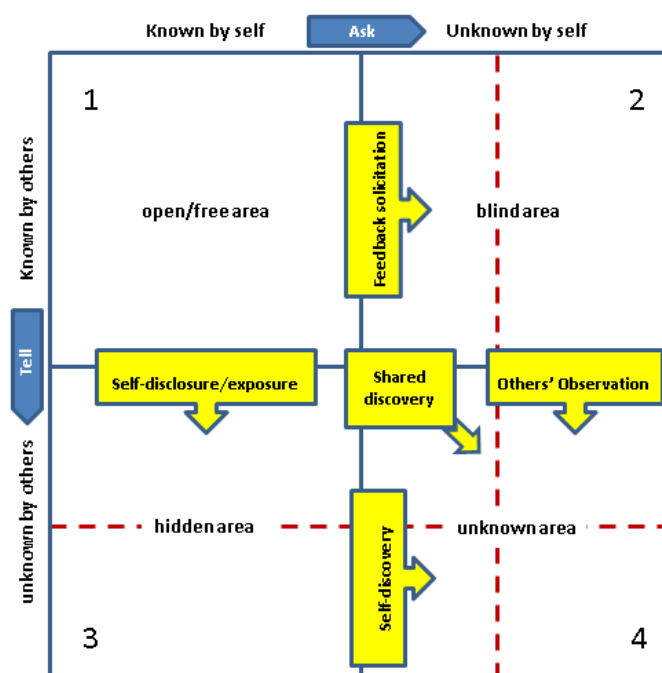
WHAT YOUR FOLLOWERS WANT YOU TO KNOW....

When we enjoy a good relationship with you, it's important that we can say what's on our minds... even challenge your decision where we are not sure or would like more information.

The Johari window is a psychological tool created by Joseph Luft and Harry Ingham in 1955. It's a simple and useful tool for (amongst other things) improving relationships:

The model works using four area quadrants. Anything you know about yourself and are willing to share is part of your **open area**. Individuals can build trust between themselves by disclosing information to others and learning about others from the information they in turn disclose about themselves.

Johari Window model



Any aspect that you do not know about yourself, but others within the group have become aware of, is in your **blind area**. With the help of feedback from others you can become aware of some of your positive and negative traits as perceived by others, and overcome some of the issues that may be inhibiting your personal or group dynamics within the team.

There are also aspects about yourself that you are aware of but might not want others to know, this quadrant is known as your **hidden area**. This leaves just one area and is the area that is unknown to you or anyone else – the **unknown area**.

The balance between the four quadrants can change. You might want to tell someone an aspect of your life that you had previously kept hidden. For example, maybe you are not comfortable contributing ideas in large groups. Your disclosure of this would increase your open area and decrease your hidden area.

It is also possible to increase your open area by asking for feedback from people. When feedback is given honestly to you, it can reduce the size of your blind area. Maybe you interrupt people before they have finished making their point which can cause frustration. Alternatively, people may always want to talk to you because you are a good listener. Sometimes you don't realise these aspects of your character until it is pointed out.