

Only 10 to 15 percent of people are genuinely self-aware, even though most of us believe we already know ourselves well. The Johari Window is one of the simplest, most effective tools to close that gap. This worksheet walks you through the exact process in three steps.

How to Use This Worksheet

- 1 From the 56 adjectives below, tick 5-6 words that **you** feel best describe your personality.
- 2 Give a blank copy of the same list to 2-3 people who know you well (friends, family, colleagues) and ask them to independently tick 5-6 words that describe you.
- 3 Compare the two lists and sort the words into the four quadrants on page 2.
- 4 Use the reflection questions on page 2 to turn this into a real personal-growth action plan.

Step 1: Adjective Checklist

Tick the words that describe you. Ask 2-3 people close to you to do the same on a separate copy.

- | | | | |
|---|--------------------------------------|--|---|
| ☐ Able | ☐ Accepting | ☐ Adaptable | ☐ Bold |
| ☐ Brave | ☐ Calm | ☐ Caring | ☐ Cheerful |
| ☐ Clever | ☐ Complex | ☐ Confident | ☐ Dependable |
| ☐ Dignified | ☐ Empathetic | ☐ Energetic | ☐ Extroverted |
| ☐ Friendly | ☐ Giving | ☐ Happy | ☐ Helpful |
| ☐ Idealistic | ☐ Independent | ☐ Ingenious | ☐ Intelligent |
| ☐ Introverted | ☐ Kind | ☐ Knowledgeable | ☐ Logical |
| ☐ Loving | ☐ Mature | ☐ Modest | ☐ Nervous |
| ☐ Observant | ☐ Organized | ☐ Patient | ☐ Powerful |
| ☐ Proud | ☐ Quiet | ☐ Reflective | ☐ Relaxed |
| ☐ Religious | ☐ Responsive | ☐ Searching | ☐ Self-assertive |
| ☐ Self-conscious | ☐ Sensible | ☐ Sentimental | ☐ Shy |
| ☐ Silly | ☐ Spontaneous | ☐ Sympathetic | ☐ Tense |
| ☐ Trustworthy | ☐ Warm | ☐ Wise | ☐ Witty |

Tip: Be honest, not modest. The goal of this exercise is accuracy, not a flattering self-image. The more honest your list, the more useful your results will be.

Step 2: Plot Your Johari Window

Sort each adjective into one of the four quadrants below, based on who picked it.

OPEN AREA (Arena) <i>Known to you AND known to others</i>	BLIND SPOT <i>Known to others, not known to you</i>
HIDDEN AREA (Facade) <i>Known to you, not known to others</i>	UNKNOWN AREA <i>Not known to you or others</i>

Open Area = picked by both you and others | **Blind Spot** = picked only by others | **Hidden Area** = picked only by you | **Unknown Area** = picked by nobody, a possible growth area

Step 3: Reflect

- 1 Which word in your **Blind Spot** surprised you most? Why might others see this in you?
- 2 Pick one word from your **Hidden Area** that you could share with someone this week.
- 3 What is one small action that could shrink your Blind Spot this month?
- 4 What new experience could help you explore your Unknown Area?

The Johari Window model was developed by psychologists Joseph Luft and Harrington Ingham in 1955. This worksheet was created by Persona Guru (personaguru.in) for personal, non-commercial use. Read the full guide: Johari Window in Personality Development, only on personaguru.in.