



REMEMBER
WHY YOU
STARTED.

RLC Global

Self Awareness

Personal Johari Window



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This workbook is a self activity. It is a RLC Global adaptation of the universal coaching tool The Johari Window. It is to be used with the focus on self learning and growth. Links to inspiration, development, leadership and individual awareness.

What is The Johari Window?

We have a perception of what we think we are. Its usually not what others think of us!

If you are ready to work on your self awareness this is a super simple way of doing that.

We have adapted a universal accessable group coaching tool; **The Johari window** and made it into an active remote self-activity.

Johari window is a feedback tool that identifies what you think see, perceive yourself to be and what others experience.

There are three ways to measure the feedback.

Open feedback, Blind Feedback and Hidden Feedback.

OPEN (Known/known)	BLIND (Unknown/ Known)	HIDDEN (Unknown/Unknown)
This is feedback that you have listed and have received the same therefore you are self-aware of it, and it is how others perceive you too.	This is feedback that you haven't listed about yourself and how others perceive you.	This is your list of self. It's classed as unknow unknown as you perceive it, yet others do not recognise it. Words go on here that you have and no one else has given feedback on.

In this activity, you have two types of feedback

- First is your own
- Second is what you have collected from others

The Johari window process is normally done in a group activity here we do it is as a remote activity; self-awareness openness and willingness to receive feedback are a necessity (first self-test!). There is no right or wrong.

You will collect a list of word descriptions from the feedback you request from others, and you will list your own and place them in one of the three boxes. This allows you to see what you see and what others see and identify gaps and opportunities to understand yourself more.

Note feedback can be subjective and emotive so be warned this is a starting point of self-awareness. The quality of the outcome is the quality and variety of people you ask; even people you don't have the best relationships with boosts your self awareness.

How to use

Self Awareness Activity Book



1

Ask at least 8 people for feedback.
You will be emailing them the word list so make sure you have their email.

2

Read through the word list and choose at least 8 words that you feel represent you. Send the list of words to your list of feedbackers.

3

Using the template put the words into the three boxes. Matching words go into Open Box, No matching go into Blind and only words you have go into Hidden

4

Ask yourself the questions listed and then create your ACT® actions. What will you apply? What will you change? What



How to complete the activity

1. Get feedback from a minimum of 8 people
2. Send the list of words and instructions to each person (not a group email)
3. Send them the **list of words** and ask them to choose at **least 8** for you that they think best represents their relationship/perception of you.
4. From the list pick the words that **you perceive yourself to be. (choose at least 8)**



Being self aware is a life skill that we can avoid, perceive and can be full of bias. Notice what you don't notice! Photo unsplash.com

When you have got all the responses back

Put the words that you have listed and that you have received ;the same that you have received from others into the **open box.** *ie you chose Independent and so did your feedback*

Put the words that you have received that you haven't listed into the **blind box** *ie you the word back fun an you didn't have that listed*

Put the words that you have listed, and others haven't listed into the **hidden box.** *ie you chose bold and no-one had given this in their words feedback.*

Questions to ask yourself and get more feedback on:

What were the biggest surprises to you regarding the Blind Spots?

Which adjectives may be helpful to you since you now know others' perceptions and observations?

What Hidden adjectives would you like to show more often to your team members?

What would be the first step you could take to move in this direction?

Word List

Send to your list of feedbackers and you choose your words that best describe you right now. We recommend a min of 8 words.

- | | | | | |
|-------------|-------------|---------------|-------------|----------------|
| Able | Dignified | Humorous | Modest | Relative |
| Accepting | Diplomatic | Idealistic | Motivator | Reliable |
| Adventurous | Dominating | Impulsive | Nervous | Religious |
| Aggressive | Driven | Independent | Nominator | Responsive |
| Autonomous | Empathetic | Isolated | Noisy | Risk taker |
| Bold | Energetic | Ignorant | Nosey | Searching |
| Brave | Extroverted | Introverted | Observant | Self Aware |
| Brash | Educated | Influential | Organised | Self Conscious |
| Bully | Enigmatic | Impactful | Open | Self Contained |
| Calm | Easy going | Inspiring | Obtrusive | Sensible |
| Caring | Giving | Intelligent | Obstinate | Sentimental |
| Cheerful | Gregarious | Intuitive | Patient | Shy |
| Clever | Grateful | Instinctive | Persuasive | Silly |
| Curious | Gracious | Kind | Powerful | Systematic |
| Complex | Hindering | Knowledgeable | Private | Talkative |
| Compliant | Hopeful | Listener | Proud | tenacious |
| Confident | Hindering | Loyal | Playful | tense |
| Courageous | Hopeful | Loving | Progressive | Thorough |
| Critical | Gifted | Laugh | Quiet | Trustworthy |
| Decisive | Grating | Likeable | Questioning | Warm |
| Demanding | Happy | Lazy | Quizical | Wise |
| Dependable | Helpful | Mature | Reflective | Witty |
| | | | Relaxed | Welcoming |



Your Results

	OPEN	BLIND	HIDDEN
Your chosen words			
The words you received back			

Remember you are learning how others see, connect or perceive you and your self awareness. The focus is not on right or wrong its about understanding more about what you can grow and learn from.

Open is the words that you have chosen yourself and that you have received from your feedback - the same, they match. This is your connection and self awareness measure.

Blind is words that YOU HAVEN'T chosen and others have. This is their perception and experience of you and identifies your missed self awareness.

Hidden is what you see yourself as and nobody has given you them in your feedback-your do not have matching words. This is an opportunity or a lesson in perception.



Your Actions

	APPLY	CHANGE	TEACH/ TRANSFORM
What can I.....			
What have I learned ?			



This is feedback and self awareness. We have biases about ourselves from our upbringing, culture, experiences, life, job role, status and much more. As humans we can complicate many things and assumption and judgement of self and others can be a downfall and stop us growing and learning, improving and building skills. There is no right and wrong and this is essential in your first step to being self aware.

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This is copyright for RLC Global and an adaptation of The Johari Window universally available for coaching in groups. This adaptation is for self learning and must be used for the purpose as applied in this workbook. As with all feedback it is personal choice to accept what others perceive of you and you choose what elements you want to apply.

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