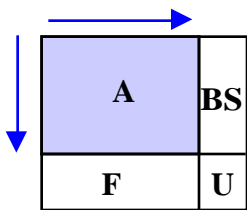
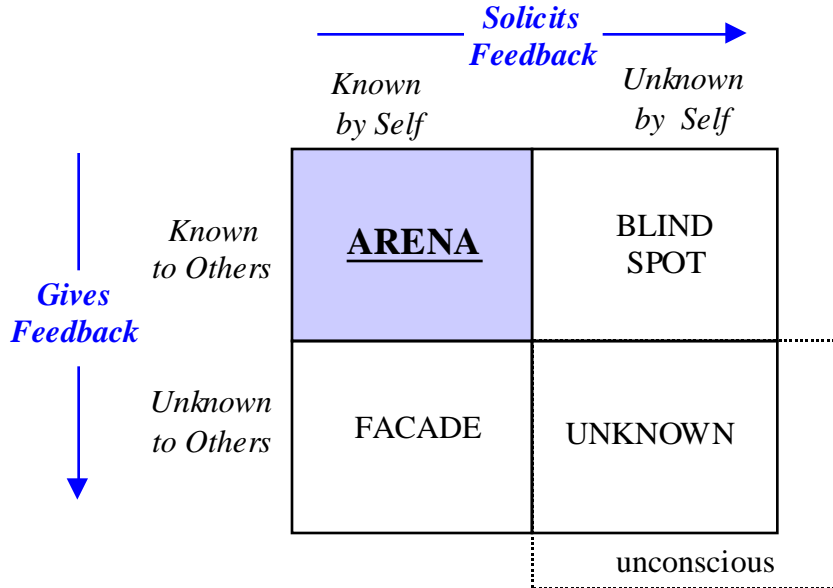


# The Johari Window

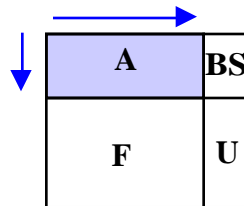
A Model for Soliciting and Giving Feedback

Adapted from Joseph Luft & Harry Ingham



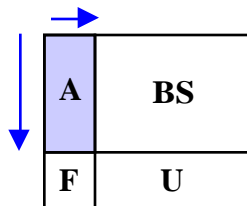
**IDEAL WINDOW**

Arena increases as level of trust increases and as people's thoughts, feelings & desires as well as actions are made available to other group members.



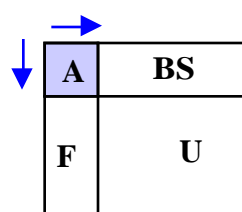
**INTERVIEWER**

Asks questions of others but does not commit to where he stands on issues.



**BULL-IN-CHINA-SHOP**

Tells others what he thinks of them, how he feels about what is happening in the group & where he stands on issues, but is insensitive to or ignores feedback given to him.



**TURTLE**

Neither solicits nor gives feedback, thus insulates himself from the group and remains a mystery person to the group.

*When am I most likely to be an interviewer, bull, turtle or the ideal?*