

JoHari Window Peer/Supervisor Feedback Form

Person receiving feedback _____
 Person providing feedback _____
 Is a peer of the person receiving feedback ☐
 Is a direct report of the person receiving feedback ☐

- Step 1** Identify 4 – 6 peers or direct reports to solicit feedback form.
- Step 2** Share the peer/supervisor page of this form. Ask them to check off the 8 terms that most closely describe you. Agree on a timeline.
- Step 3** Complete the self-assessment page of this form. In the self columns, check off the 8 terms that most closely describe yourself at work.
- Step 4** Collect peer/direct report forms from others and check off the terms that most people used to describe you.
- Step 5** Following the instructions on the analysis page of this form, plot terms from you.
- Step 6** Schedule and have conversations with peers/direct reports to clarify your understanding of their feedback and to explore similarities and differences in perception.

The Johari Window, developed by Joseph Luft and Harry Ingham, is a tool to help people better understand themselves and others. It is an approach to feedback that helps initiate conversations. When used thoughtfully it can increase trust between colleagues. This happens when the person seeking feedback shares information about how they see themselves and openly considers the feedback they receive.

Characteristics		Characteristic		Characteristic	
Adaptable		Assertive		Authoritative	
Ally		Emotionally intelligent		Open-minded	
Ambitious		Empathic		Orderly	
Anti-racist		Encouraging		Original	
Anxious		Entrepreneurial		Partnership-oriented	
Assertive		Excellence-focused		Persistent	
Authentic		Forthright		Proud	
Autonomous		Friendly		Prudent	
Bold		Hard-working		Reliable	
Caring		Honest		Resource-steward	
Collaborative		Humble		Respectful	
Competitive		Humorous		Responsible	
Confident		Inclusive		Self-directed	
Considerate		Independent		Service-oriented	
Courageous		Innovative		Sincere	
Creative		Inter-dependent		Strategic	
Curious		Introspective		Supportive	
Daring		Joyful		Systematic	
Decisive		Justice-oriented		Trustworthy	
Dependable		Leader		Other:	
Determined		Learner		Other:	

JoHari Window Self Assessment Form

Characteristics	Self	Others	Characteristic	Self	Others	Characteristic	Self	Others
Adaptable			Easy-going			Liberatory		
Ally			Emotionally intelligent			Open-minded		
Ambitious			Empathic			Orderly		
Anti-racist			Encouraging			Original		
Anxious			Entrepreneurial			Partnership-oriented		
Assertive			Excellence-focused			Persistent		
Authentic			Forthright			Proud		
Autonomous			Friendly			Prudent		
Bold			Hard-working			Reliable		
Caring			Honest			Resource-steward		
Collaborative			Humble			Respectful		
Competitive			Humorous			Responsible		
Confident			Inclusive			Self-directed		
Considerate			Independent			Service-oriented		
Courageous			Innovative			Sincere		
Creative			Inter-dependent			Strategic		
Curious			Introspective			Supportive		
Daring			Joyful			Systematic		
Decisive			Justice-oriented			Trustworthy		
Dependable			Leader			Other:		
Determined			Learner			Other:		

JoHari Window Analysis Form

In this box, enter terms you picked to describe yourself that most others used to describe you.

Open space: Where your self-perception is aligned with the ways others see you.

In this box, enter terms others used but you did not pick for yourself.

Unawareness: Ways that other people see you that are not aligned with your self-perception. Ask for clarification and examples.

In this box, enter terms you chose for yourself that others did not.

Hidden area: Ways that you see yourself that may not be apparent to others. Share with your colleagues for feedback and conversation.

This box remains empty

Unknown

REFLECTIONS

Please share thoughts, lessons learned, and reflections.