Getting valuable feedback
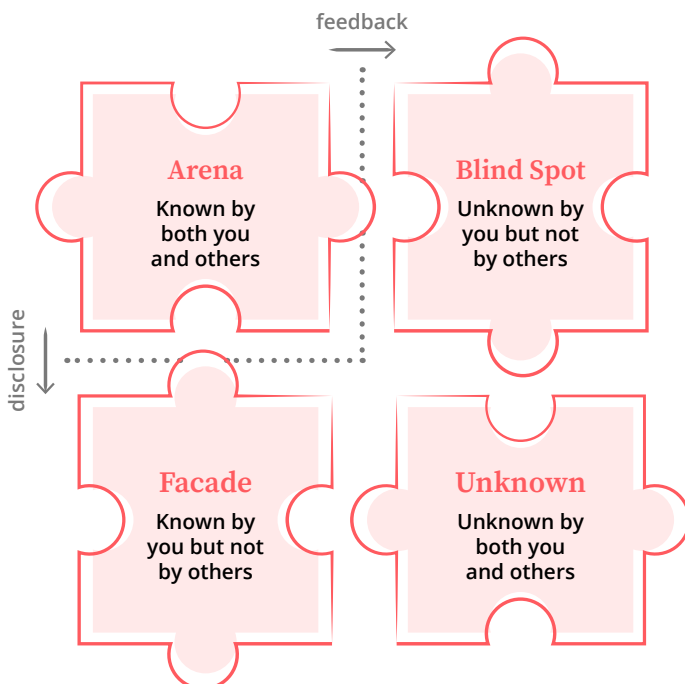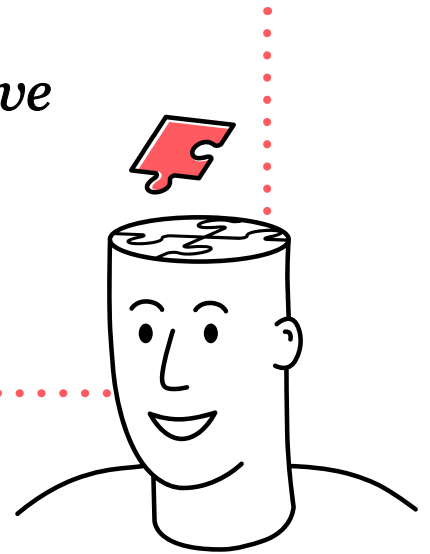
The Johari Window

SUE Behavioural Design

The Johari Window

Integrating ethics into your team requires creating a team culture of trust and transparency in which the team can discuss ethical considerations openly and without judgement. To us, getting and giving feedback is essential to create such a team culture. Feedback gives you insight into how you impact others and versa. It also helps you understand how people see things regarding ethics. The Johari Window provides a simple tool that allows you to open up discussions and valuable feedback moments.

> *Successful human interactions thrive in the arena. Feedback is all about opening up the arena space by down-sizing the blind spot.*

feedback

Arena
Known by both you and others

Blind Spot
Unknown by you but not by others

disclosure

Facade
Known by you but not by others

Unknown
Unknown by both you and others

1 Getting feedback is valuable as it can uncover your blind spots. If you frame feedback as someone that is helping you to see what you can't see (priming feedback as a gift) receiving feedback becomes a whole lot easier and less zen Buddhist like;

2 We all have facades. You might want to consider dropping some of your facades to enable someone to give you valuable feedback. Open up your arena. It may seem trivial, but it's essential. Don't be afraid to share some personal stories.

Luft, J. , & Ingham, H. (1955).
The Johari Window as a graphic model of interpersonal awareness. University of California, Los Angeles,
Extension Office Proceedings of the Western Training Laboratory in Group Development.

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This is a tool of the SUE | Behavioural Design Ethics.