

New Area in Johari Window

Ruchi Tandon

Abstract- Meeting people are a regular affair in office. In an office we interact with many individuals. Some are always ready with bundle of problems but some are ready with the solutions. The solution providers are lively people; they change the very atmosphere of the office. The solution seekers only giggle, but these solution providers touch our hearts while speaking. They immediately solve our problems and their very presence is stress buster. They create a positive aura, which is infectious. These people are so positive that we always enjoy their company and they induce an expression of delight. In this kind of mixed employee scenario, we are troubled with variety of questions. Why some people have negative attitude? How this negativity can be defused? How can we understand them clearly? How people with positive attitude bring in positive vibes? How they are so vibrant and energetic all through? On the other hand in our office, we also have people who are super intelligent but they cannot gel with their colleagues. We need to understand their personality¹. We have to penetrate their minds and understand them thoroughly. This is possible only through a technique called Johari Windows. Johari Window has exhaustively described various personality aspects of an individual. The research, apart from the personality categorization suggested by Johari Windows, also highlights another category of people who are over confident and always think very high about themselves. These people want to create fake image about them. They are comfortable with their fake identity in life. They lead healthy life style, but with a fake identity. The present research has tried to figure out one more dimension of Johari Windows, which has relevance in contemporary environment.

Key Words- Goggle, illusionary perception, positive vibes, stress buster, synthetic area.

I. INTRODUCTION

Johari Window has provided an in-depth insight of various personalities. It was created by Joseph Luft and Harry Ingham² in 1955 in the United States. This model was first published in the proceedings of the Western Training Laboratory in group Development by UCLA Extension Office in 1955, and was later expended by Joseph Luft. This model is also referred to as a 'disclosure/feedback model of self awareness. It is a communication model or a technique that can be used to understand the personality of the people. It helps us to increase mutual understanding between people working in an office. Some people call it an 'information processing tool'. We have four regions of Johari Windows³:

- i. Open Area or the Arena Qualities of a person which are known by the person and are also known by others.
- ii. Blind Area or Blind Spot Qualities of a person which are unknown by the person and are also known by others.
- iii. Hidden Area or Façade Qualities of a person which are known by the person and are not known by others.
- iv. Unknown Area or Unknown Self Qualities of a person which are unknown by the person and are also unknown by others.

Illusionary Area/ Synthetic Area (Artificial)

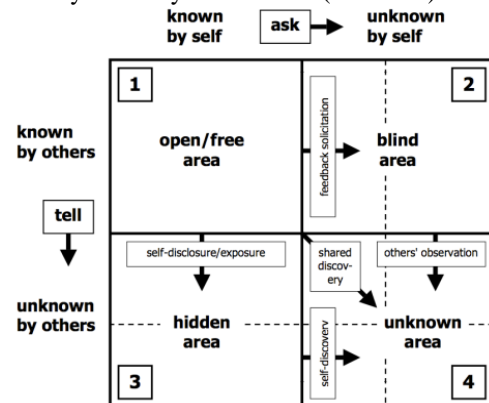


Fig 1: Johari Window

According to Johari Window, we can understand the personality of a person by working upon these four areas⁴. But according to me there is one more important region which is there in the personality of a human being. In some human beings this area is very large and in some it is smaller in size. This area is called Illusionary area or Synthetic area (artificial area). It is very unfortunate that in today's youth this area can be found very easily. The 4 areas of personality are highly acknowledged, but the research has proven the fact that there is one more area of personality which remains undescribed. In the contemporary world we could identify a personality which has a unique behavioral pattern. This personality trait speaks volumes about his life style. If you watch them, their activities are normal, but they remain in their own world of artificial/ synthetic image. The area in Johari Window thus suggested is: Qualities which are known by a person but are deliberately made unknown by the person himself. According to this we know our qualities or traits (negative in particular) but we don't want to accept them. We consistently project artificial qualities. After sometime a stage comes when our mind is seasoned and tuned with the same thought process. We stop accepting these negativities. Our body and mind start accepting the illusionary perception (of self) and begin

thinking and reacting the same way. People around; also believe the illusionary / synthetic perception. They tend to forget the person's original qualities or traits (negative in particular). For example we know that we don't work hard but whenever we are in the company of other people we always say that I am a very hard working person. I cannot sleep properly if my work is pending. People in the beginning will not believe you and will make fun of you. But when you repeat this statement so many times they gradually will start believing you and will start thinking your way. After some time they associate this quality with you without thinking. Thus, the person has gained success in creating a artificial image. We understand that our mind is divided into different parts. The qualities which we don't want to remember or know shift from conscious mind to sub- conscious mind. People with large synthetic area deliberately shift their original traits specially the negative ones from their conscious mind to their sub conscious mind and let people believe the same way. This can be done by living and projecting false image throughout your life. People with large synthetic/ illusionary area have these characteristics:

1. They deliberately create false image about themselves.
2. They are over confident.
3. They always talk very high about themselves and the reality is just reverse.
4. They try to keep a high profile, disregarding the reality.
5. They view their personality as a perfect human being.
6. According to them they are always right.
7. They are always hungry of praise satisfying their artificial image.
8. They are self absorbed.
9. They always look for faults in others and never leaven any chance to criticize them in the loudest of their Tone.
10. Whenever they feel low, they lift themselves by Degrading / disregarding/ criticizing others.
11. Their behavior and acts are conditioned by I, me, myself concept.
12. They are not concerned about what is genuinely right.

Therefore a New Model comes into picture which satisfies the present environment:

Open Area/ Arena	Synthetic / Illusionary Area	Hidden area/ façade
Blind Area/ Blinds pot		Unknown Area/ Unknown Self

Thus, when we analyze the personality of this fifth personality quadrant, we could get different outcomes. When this personality joins a new company, they try to influence one and all with their false description. They are attention seekers. Their large synthetic area attracts the employees at the workplace. Their first impression is no doubt very impressive. They come in the good books of their boss very quickly, but only for a short period of time. Their fame is like a cube of ice which melts very easily. The relations whom they maintain in the office are all very hollow as their own personality is fake and hollow. They thus try to drag with that false image in the office. When their identity/ personality become unacceptable within the domain of their office, they would seek for a change in job. They look for another job option in order to reintroduce their false image. Thus, this cycle continues and their sustainability in one job is for a limited period.

Mode of Corrective Actions:

In order to have total harmony in the office and enhance team spirit amongst colleagues, we should work on the following line of action:

1. Try to listen to them attentively.
2. Give full attention to them
3. Check them in the beginning
4. Try to find out the reasons of their failures in their life
5. Do not try to hurt their ego.
6. Help them to enlarge open area through morals, ethics etc of their personality and try to reduce the synthetic area.

At the end of the day, people with large synthetic area often become frustrated. They are trapped in the net woven by themselves. A deep study of the synthetic area will help us understand the personality of these people (with large synthetic area.) With the help of the above mentioned remedial actions we can help these people to enlarge their open areas and to reduce this synthetic area of their personality.

REFERENCES

- [1] Sinha, K.K.: Business Communication, Galgotia Publishing Company, 2006.
- [2] Raman, Meenakshi & Singh, Prakash: Business Communication, Oxford University Press, 2006.
- [3] Mohan, Krishna & Banerji, Meera. : Developing Communication Skills, Macmillan, 2009.
- [4] Kumar, Sanjay & Lata, Pushp. Communication Skills, , Oxford University Press, 2011.
- [5] Wallace, R Harold. Personality Development, Cengage Learning, 2010.

Web Sources

- <http://www.businessballs.com/johariwindowmodel.htm>
- http://en.wikipedia.org/wiki/Johari_window



ISSN: 2277-3754

ISO 9001:2008 Certified

International Journal of Engineering and Innovative Technology (IJET)

Volume 3, Issue 2, August 2013

AUTHOR'S PROFILE

Ruchi Tandon

- Working as an Assistant Professor in Amity University, Noida since 2007
- Teaching English, Communication Skills & Business Communication to Undergraduate and Postgraduate students
- Also taught Indian History to BA (Hons.-English) Students in Amity
- Serving as Programme Leader, AICC.
- The Library In charge, AICC
- The Examination In charge, AICC
- Member of the IQAC Team of AICC

Educational Qualification

- M.A (English Lit), M.A. (History), M.Ed., B.Ed.
- Certificate Course in Teaching English in Higher Classes
- Diploma in Computers

Seminars, FDP's, Workshops & Conferences Attended

- FDP on "Tools & Techniques for Environment Monitoring & Management" at Amity University Noida on 20 May, 2013.
- Two Days Induction Training Workshop on ISO STANDARDS at Amity University Noida in June, 2013 .
- FDP on English Language & Literature at Amity Noida 03 Dec to 8 Dec 2012
- National Conference on Emerging & changing trends in comm.. skills at Amity Noida on 21 Nov, 2012
- National Seminar on Inter Disciplinary studies-Cinema art & literature at Amity, Noida on 9 Aug, 2012
- National workshop on contemporary Literary theory at Amity, Noida on 17 July, 12
- National Seminar on Rabindra Nath Tagore at Amity, Noida on 23 May, 2012
- FDP on Issues of Comparative Literature at Amity Noida on 16.17 May, 2012
- National Seminar on Dickens beyond the ages at Amity, Noida on 14 April 2012
- FDP on conduct and evaluation of Value added courses by the Amity Academic Staff College on 24 June, 2010
- FDP Psychology of Learning and Teaching Styles by the Amity Academic Staff College 3 May, 2010
- National workshop on Learner Centered Approach to Teaching Communication Skills at Amity Noida on 27 July, 2009
- National workshop on Heritage Awareness at Mayo College, Ajmer on 18 Feb, 2006
- National workshop on Effective English Language Teaching by Ratna Sagar P.Ltd in Ajmer on 06 Dec, 2004

Accomplishments

- Awarded the Devoted Teacher Silver Medal four times in the years 2001, 2003, 2005, 2006 By The Shivaji Foundation Society, Jaipur

Achievements

Gave training to Delhi Police for Personality Development and Communication Skills for three months from Jan to March, 2011. Gave training to PBOR in June, 2013 and in August, 2013. Lent my voice to the Bhajans for the Kota Radio Station from 1990 to 1994

Publications

1. Research Paper in VSRD International Journal Of Technical & Non Technical Journal Research in Feb 2012.
Title: Public Speaking is an Art or A skill.

2. Research Paper in VSRD International Journal Of Technical & Non Technical Journal Research in Feb, 2013

Title: Some Conversations Are Full Of Life While Others Die Quickly Why....?

- Cox.D Frank, " Human Intimacy Marriage, the family, & its meaning", 10th Edition, pp.132.
- Zastrow. H Charles, " Social Work with Groups-A comprehensive Worktext", 8th Edition, pp. 154-155.
- Mishra Sunita & Muralikrishna .C, " Communication Skills for Engineers", 2nd Edition, pp. 8.
- Hussey. E David, " How to manage Organizational Change" 2nd edition , pp. 64-65.