

Guide to Leader Self-Awareness through Johari Window



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Build sustainable self-awareness habits through feedback, curiosity, and regular reflection.

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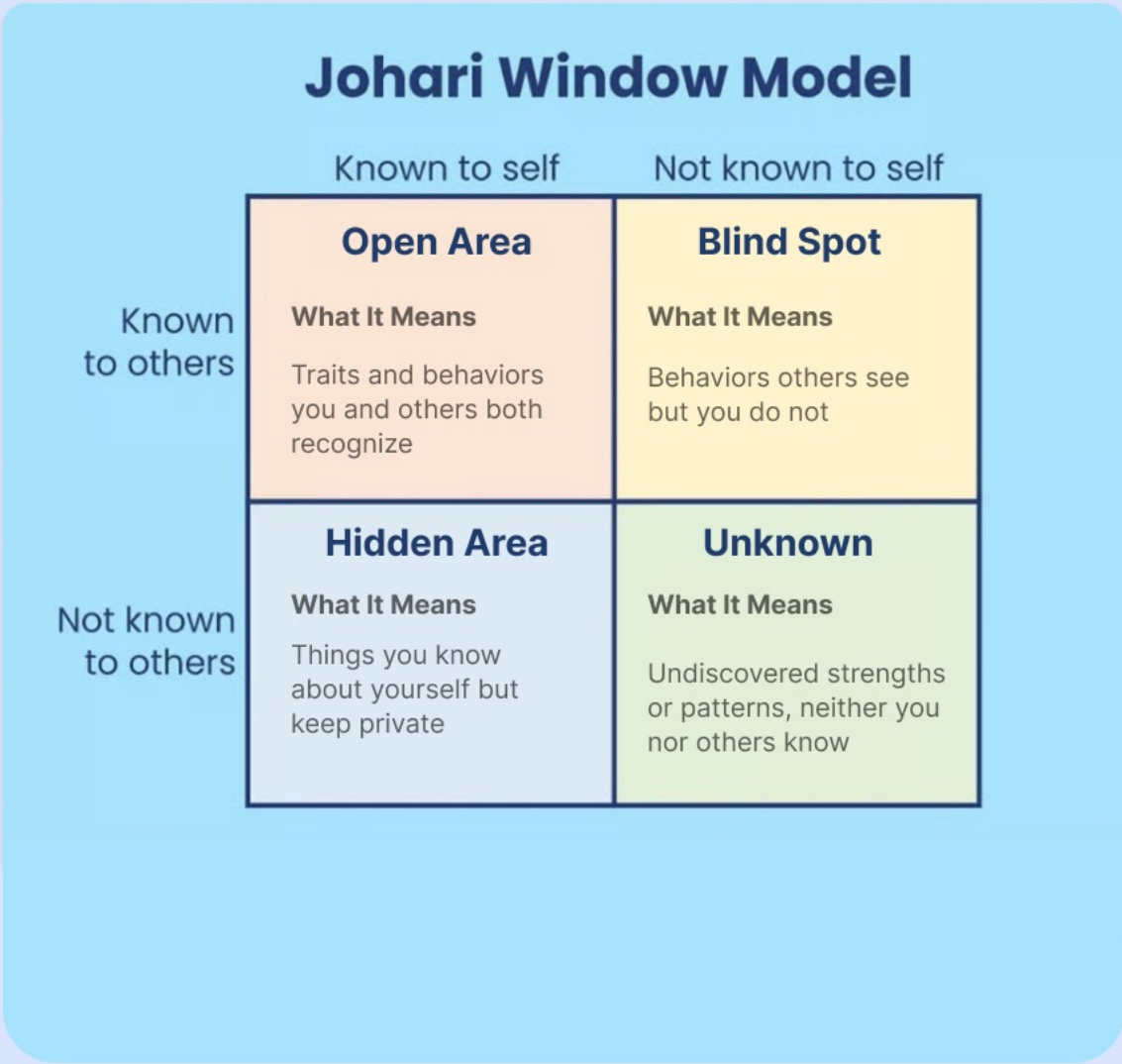
Access Lumolead resources, support channels, and additional learning opportunities.

What Is the Johari Window?

 Purpose:

The Johari Window is a simple, yet powerful framework for expanding your self-awareness and improving communication with your team. By mapping known and unknown aspects of yourself, you can recognize blind spots, build trust, and accelerate personal growth.

 The Four Quadrants Model



1. How to Engage with the Quadrants

Rather than focusing on drawing the model, concentrate on interaction and reflection for each area:



Open Area:

What to do:

List behaviors and strengths you know you demonstrate and that others consistently affirm.

Reflection questions:

- *"When I receive praise, what traits do people highlight?"*
- *"Which of my actions have I confidently shared or modeled?"*

Outcome:

Reinforce these strengths by deliberately using them in high-visibility situations (e.g., leading strategy sessions, coaching conversations).



Blind Spot:

What to do:

Proactively seek candid observations about behaviors you may overlook.

Reflection questions:

- *"What feedback surprised me?"*
- *"In what situations did I later think, 'I wish I'd known I came across that way'?"*

Outcome:

Transform feedback into targeted development; enroll in a peer-coaching group, schedule a micro-learning session on active listening, or practice pause-and-observe before responding under pressure.



Hidden Area:

What to do:

Identify preferences, concerns, or experiences you've held back from your team.

Reflection questions:

- *"What personal insight could help others understand my choices?"*
- *"Which challenge have I never discussed but that shapes my leadership style?"*

Outcome:

Build trust by sharing one authentic story or vulnerability in an upcoming 1:1 or team check-in, then observe how openness deepens engagement.



Unknown Area:

What to do:

Form hypotheses about untapped strengths or blind challenges and design small experiments to test them.

Reflection questions:

- *"What new role or responsibility might reveal a hidden talent?"*
- *"Where do I notice recurring patterns that hint at undiscovered reactions?"*

Outcome:

Launch a 30-day leadership experiment. For example, if you want to improve feedback, give one clear, specific feedback to a team member every week, then notice how their response changes.

2. Turning Quadrant Insights into Action

Use the examples below to map each insight to a concrete step. Include the context, activity, and expected impact for clarity.

Open

Example Action Plan

Context & Goal:

You shine in decision-making during team crises.

Action Step:

Activity: Lead next crisis-response meeting, explicitly invite your "decisive" approach.

Expected Impact:

Team sees your strength; you gain confidence in using it intentionally.

Blind Spot

Example Action Plan

Context & Goal:

You interrupt more than you realize in fast-paced debates.

Action Step:

Activity: After each meeting, ask one trusted peer: "How many times did I interrupt?" Track and adjust.

Expected Impact:

You increase your listening time by 20%; meetings become more inclusive.

Hidden

Example Action Plan

Context & Goal:

You struggle with presenting vulnerable updates.

Action Step:

Activity: Share a recent learning setback in your next one-on-one and ask for input on next steps.

Expected Impact:

Builds rapport; encourages others to share challenges.

Unknown

Example Action Plan

Context & Goal:

You may excel at mentoring but haven't tried formally.

Action Step:

Activity: Offer to mentor a junior colleague for a month; solicit feedback at mid-point.

Expected Impact:

You uncover hidden coaching talent or discover areas to develop.

3. Best Practices for Implementation



Frame with Purpose

Before requesting feedback or sharing, explain to participants why you're using this exercise; to grow together, not to critique.



Maintain Psychological Safety

Ensure anonymity if needed; aggregate feedback to protect privacy.



Be Curious, Not Defensive

Approach each insight as a gift; ask "Can you tell me more?" rather than justifying.



Embed into Routine

Block 15 minutes bi-weekly to update your Johari insights and plan your next actions.



Suggested Implementation Timeline

1

Week 1-2: Foundation Setting

Complete initial quadrant mapping and gather baseline feedback from 3-5 trusted colleagues.

2

Week 3-6: Active Experimentation

Implement 1-2 action steps per quadrant, focusing on small, measurable changes.

3

Week 7-8: Review & Refinement

Gather feedback on changes, update your quadrant understanding, and plan next phase.



By focusing on meaningful engagement rather than diagramming, you'll transform the Johari Window from a conceptual tool into a living roadmap for your leadership evolution.

Map your blind spots with the Lumolead Assessment.

Set commitments based on them and track your progress.

Explore Lumolead



Contact & Support

Your journey to sustainable leadership starts here. Lumolead is here to support you every step of the way.

Get Connected



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www.lumolead.com

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What Leaders Say About Lumolead

"It was an unknown journey for me at first, but later on I found myself connecting more with what I discovered and wanted to achieve."

— Hazal Evliyaoğlu, Sustainable Growth Director, The Purest Solutions

"Having previously participated in 360-degree assessments, I found the integration of different feedback levels with the training content incredibly valuable. The ability to boost both strong and weak areas with essential insights made the learning process feel truly customized"

— Esra ÖZ, Department Manager, FEV