**Johari Window Questionnaire**

**Instructions**: Read each numbered item carefully. Read the statements marked “A” and “B.” Determine which statement is **most** similar to what you would do. Assign a point value to the A and B statements using the following scale. The total point value for A and B is five (5).

If statement A is most similar to what you would do: A = 5 B = 0

If statement A is not satisfactory, but better than B: A = 4 or 3 B = 1 or 2

If statement B is most similar to what you would do: A = 0 B = 5

If statement B is not satisfactory, but better than A: A = 1 or 2 B = 4 or 3

      1.     If a friend of mine had a “personality conflict” with a mutual acquaintance of ours and I thought it was important for them to get along, I would:

                 A. Tell my friend that I felt s/he was partially responsible for any problems with this other person and try to let him/her know how the person was being affected by him/her.

                 B. Not get involved because I wouldn’t be able to continue to get along with both of them once I had entered into their conflict in any way.

      2.     If one of my friends and I had a heated argument in the past and I realized that s/he was ill at ease around me from that time on, I would:

              A. Just let the whole thing drop to avoid making things worse by discussing it.

              B. Bring up his/her behavior and ask how s/he felt the argument had affected our relationship.

      3.     If a friend began to avoid me and act in an aloof and withdrawn manner, I would:

              A. Tell him/her about his/her behavior and suggest that s/he tell me what was on his/her mind.

              B. Follow his/her lead & keep our contact brief & aloof since that seems to be what s/he wants.

      4.     If two of my friends and I were talking and one of them slipped and brought up a personal problem of mine that involved the other friend, of which s/he was not yet aware, I would:

              A. Change the subject and signal my friend to do the same.

              B. Briefly explain what the other friend was talking about and suggest that we go into it later.

      5.     If a friend of mine were to tell me that, in his/her opinion, I was doing things that made me less effective than I might be in social situations, I would:

              A. Ask him/her to describe what s/he has observed and suggest changes I might make.

              B. Resent his/her criticism and let him/her know why I behave the way I do.

      6.     If one of my friends aspired to an office in our organization for which I felt s/he was unqualified, and if s/he had been tentatively assigned to that position by the leader of our group, I would:

              A. Not mention any misgivings to either my friend or the leader of our group and let them handle it in their own way.

              B. Tell my friend and the group leader of my misgivings and leave the final decision to them.

      7.     If I felt that one of my friends was being unfair to me and his/her other friends, but none of the other friends had mentioned anything about it, I would:

              A. Ask the other friends how they perceive the situation to see if they felt s/he was being unfair.

              B. Not ask the others how they perceive our friend, but wait for them to bring it up with me.

      8.     If I were preoccupied with some personal matters and a friend told me that I had become irritated with him/her and others and that I was jumping on him/her for unimportant things, I would:

              A. Tell him/her I was preoccupied and would probably be on edge for a while.

              B. Listen to his/her complaints but not explain myself to him/her.

      9.     If I had heard some friends discussing an ugly rumor about a friend of mine which I knew could hurt him/her and s/he asked me what I knew about it, if anything, I would:

              A. Say I didn’t know anything and tell him/her our friends wouldn’t believe ugly rumors anyway.

              B. Tell him/her exactly what I had heard, when I had heard it, and from whom I had heard it.

  10.     If a friend pointed out that I had a personality conflict with another friend with whom it was important for me to get along, I would:

              A. Consider his/her comments out of line and tell him/her I didn’t want to discuss the matter.

              B. Talk about it openly with him/her to find out how my behavior was being affected by this.

  11.     If my relationship with a friend has been damaged by repeated arguments on an issue of importance to us both, I would:

              A. Be cautious in my conversations with him/her so the issue would not come up again to worsen our relationship.

              B. Explain the problems the controversy is causing for our relationship and suggest that we discuss it until we get it resolved.

  12.     If in a conversation with a friend about his/her personal problems and behavior s/he suddenly suggested we discuss my problems and behavior as well as his/her own, I would:

              A. Be evasive and try to keep the discussion away from me.

              B. Welcome the opportunity to hear what s/he felt about me and encourage his/her comments.

  13.     If a friend of mine began to tell me about his/her hostile feelings about another friend whom s/he felt was being unkind to others (and I agreed wholeheartedly), I would:

              A. Listen and also express my own feelings to her/him so s/he would know where I stood.

              B. Listen, but not express my own negative views and opinion because s/he might repeat what I said in confidence.

  14.     If I thought an ugly rumor was being spread about me and suspected that one of my friends had quite likely heard it, I would:

              A. Avoid mentioning the issue and leave it to him/her to tell me about it if s/he wanted to.

              B. Risk putting him/her on the spot by asking directly what s/he knew about the rumor.

  15.     If had observed a friend in social situations and thought that s/he was doing a number of things which hurt his/her relationships, I would:

              A. Risk being seen as a busy-body and tell him/her what I had observed and my reactions to it.

              B. Keep my opinion to myself rather than be seen as interfering in what is none of my business.

  16.     If two friends and I were talking and one of them inadvertently mentioned a personal problem which involved me, but of which I knew nothing, I would:

              A. Press them for information about the problem and their opinions on it.

              B. Leave it up to my friends to tell me or not, letting them change the subject if they wished.

  17.     If a friend seemed to be preoccupied and began to jump on me for seemingly unimportant things, as well as others without real cause, I would:

              A. Treat him/her with kid gloves for a while on the assumption that s/he was having some temporary personal problems which were none of my business.

              B. Try to talk to him/her about it and explain how his/her behavior was affecting others.

 18.     If I had begun to dislike certain habits of a friend to the point that it was interfering with my enjoyment of their company, I would:

              A. Say nothing to him/her directly, but let him/her know my feelings by ignoring him/her whenever the annoying habits were obvious.

              B. Get my feelings out in the open and clear the air so that we could continue our friendship comfortably and enjoyably.

  19.     In discussing social behavior with one of my more sensitive friends, I would:

              A. Avoid mentioning his/her flaws and weaknesses so as not to hurt his/her feelings.

              B. Focus on his/her flaws and weaknesses so s/he could improve his/her interpersonal skills.

  20.     If I knew my friends’ attitudes toward me had become rather negative lately and I knew I might be assigned an important position in our group, I would:

              A. Discuss my shortcomings with my friends so I could see where to improve.

              B. Try to figure out my own shortcomings by myself so I could improve.

**Johari Window Scoring Sheet**

Below are two columns where you are to record the points you assigned for each response to the Johari Window Questionnaire. Total the points at the bottom of each column.

**Solicits Feedback**

2B

3A

5A

7A

8B

10B

12B

14B

16A

20A

**Total**

**Willingness to Disclose/Give Feedback**

1A

4B

6B

9B

11B

13A

15A

17B

18B

19B

**Total**

**Johari Window**

Plot the totals from each column on the graph below. The total from the “Solicits Feedback” column is recorded along the horizontal axis. The total from the “Willingness to Disclose” column is recorded along the vertical axis. (NOTE: 0 is at the *top* of the vertical axis and 50 at the *bottom* of the vertical axis!) Divide the graph into *four* sections by drawing straight lines from the scores.

|  |
| --- |
| **Solicits Feedback** |

**Willingness to Disclose**

|  |
| --- |
| **0 5 10 15 20 25 30 35 40 45 50** |

|  |
| --- |
|  0 **5****10****15****20****25****30****35****40****45****50** |

|  |
| --- |
| **Open** |

|  |
| --- |
| **Blind** |

|  |
| --- |
| **Hidden** |

|  |
| --- |
| **Unknown** |