



## **EXPLORING THE JOHARI WINDOW: ENHANCING SELF-AWARENESS AND INTERPERSONAL DYNAMICS FOR PERSONAL AND GROUP DEVELOPMENT**

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### **ABSTRACT:**

Joseph Luft and Harrington Ingham advanced the Johari Window, a unique conversation structure meant to decrease self-recognition and improve interpersonal connections. Through the usage of four quadrants relying on what one is aware of and what others know, this model offers enormous insight into the dynamics of interpersonal communication. When the Johari Window is used efficaciously, it encourages self-discovery and the improvement of essential gentle abilities, specifically in managers, who can then create a creative and cooperative place of business that helps gain knowledge of and improvement. This conceptual study looks at how the Johari Window paradigm improves teamwork and dating construction in painting settings. It explores how comments and self-disclosure may also foster nearer relationships with others, a good way to ultimately lead to managerial success. By analyzing those facets, the take look seeks to show how useful the Johari Window is as a tool for improving collaboration and interplay in expert settings. The consequences spotlight its relevance in tackling cutting-edge organizational issues, enabling leaders to create open, unified, and effective groups. A framework for using interpersonal, verbal exchange as a key issue of control and organizational fulfillment is provided in this look.

**KEYWORDS:** Johari Window, Self-awareness, Team Development, Team Cohesion, Group Dynamics, Leadership Development, Hybrid Work Environments, Constructive Feedback

### **INTRODUCTION:**

Joseph Luft and Harrington Ingham created the Johri window, which provides a deep structure to increase self-insight and promote better mutual conditions (Luft and Ingam, 1955). The Johri window helps people in self-awareness by helping others in self-confidence. (Mukherjee 2023) It is open, blind, hidden, and unknown four-quarters, where the model shares personal knowledge, which can investigate the relationship between themselves and others' ideas. Since it promotes understanding and closes communication intervals, this study is important for both individual development and productive team dynamics (Luft and Ingum, 1955). This paper's predominant intention is to research the sensible programs of the Johari Window in group interactions and private increase. It highlights how the concept may foster openness, guide useful complaints, and increase crew belief (Luft, 1969). Self-cognizance, interpersonal connections, and warfare decisions may additionally all be significantly stepped forward by incorporating the Johari Window paradigm into institutional and private improvement sporting activities. The Johari Window fosters emotional intelligence, improves team cohesiveness, and increases acceptance as true within groups by promoting self-disclosure and remarks. This paradigm is a useful device for clearing up misconceptions and enhancing communication in social and expert settings. The version's outcomes on self-consciousness, institution dynamics, and practical techniques for incorporating comments to beautify performance are among its most important dreams.

**Self-Awareness Enhancement**

Since group people are more aware of their very own strengths and shortcomings, interpersonal interactions are more advantageous because of elevated self-recognition. (Lumbanraja 2023) et al. Better interpersonal interactions result from crew contributors having more knowledge of their very own strengths and shortcomings. The four quadrants of the Johari Window—Arena, Blindspot, Façade, and Unknown—constitute numerous sides of interpersonal interactions and self-focus. In 2023, Mukherjee et al. Teenagers who get schooling utilizing the Johari Window report extremely good increases in their vanity and self-belief, demonstrating the tool's rate in private increase. (Warsito & Widyastuti, 2022), (Nandiita & Maryam, 2022).

The paper's objectives are to focus on how the Johari Window can foster a lifestyle of openness, collaboration, and personal growth, displaying its persistent relevance in each non-public and professional sphere, ultimately contributing to the development of powerful teams and stronger relationships.

**Fig: The Origin of Johari Window**

	<b>KNOWN TO SELF</b>	<b>UNKNOWN TO SELF</b>
<b>KNOWN TO</b>	<b>QUADRANT ONE</b> Open self (Arena) Public Self	<b>QUADRANT TWO</b> Blind Self Unknown Self
<b>UNKNOWN TO OTHERS</b>	<b>QUADRANT THREE</b> Hidden Self (Façade) Private Self	<b>QUADRANT FOUR</b> Unknown Self Potential Self

**The Johari Window: A Framework for Self-Awareness and Team Dynamics**

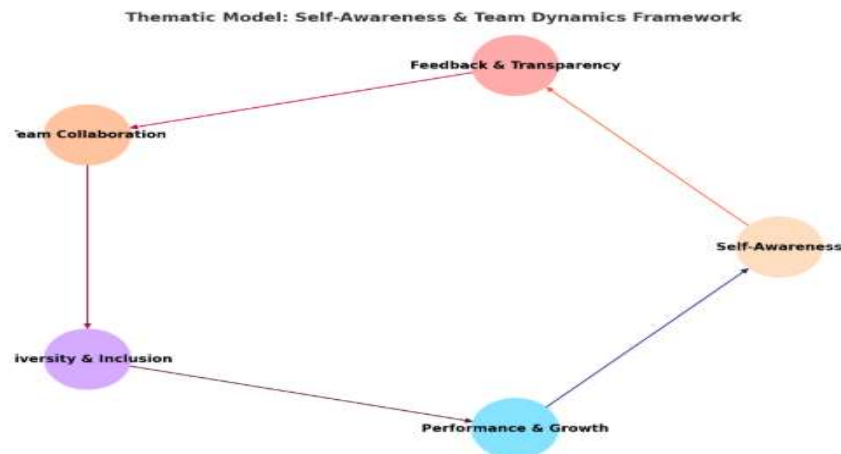
An effective paradigm for examining self-recognition, interpersonal conversation, and organization dynamics is the Johari Window (Luft, 1969). Based on what is understood or unknown to oneself and others, it categorizes a person's (or a collection's) traits, beliefs, competencies, and experiences into four quadrants: Open, Hidden, Blind, and Unknown. Every quadrant represents awesome sides of interpersonal and personal touch, impacting motives, feelings, and verbal exchange patterns. (Mukherjee et al., 2023).

**Open Area:** Also called the "Arena," contains statistics that both humans and corporations are aware of. It represents honest and open conversation, which promotes cooperation and self-assurance. People tend to expose more non-public statistics as the team believes will increase, growing the open area. The open area of a brand-new crew member is frequently smaller. However, it can be amplified with input from other group participants. Additionally, by decreasing the hidden vicinity, personal sharing encourages an open society.

**Hidden Area:** Personal information that people wish to keep private is included in this area, sometimes out of fear of being rejected or judged. It is referred to as the "Façade" and contains secrets, sensitivities, and hidden anxieties. Self-disclosure, fostering a friendly environment, and urging team members to freely express their feelings and views are all part of reducing this area. The culture of the organization is crucial in encouraging this transparency.

**Blind Area:** This quadrant depicts characteristics of a person that are apparent to others yet hidden from them, together with behavioral styles or frame language. Team member comments can lessen this area and grow self-focus. Leaders are vital in encouraging positive grievance and growing a setting where human beings sense snug accepting and acting upon complaint. By encouraging humans to express their ideas and emotions, the Johari Window improves self-disclosure and lessens blind spots. (Lumbanraja 2023) Improved interpersonal interactions result from group participants having extra expertise in their very own strengths and shortcomings.

**Unknown Area:** This quadrant represents unrealized potential, repressed recollections, or hidden abilities that neither the crew nor the character are aware of. This vicinity can be decreased, and the open area can be accelerated via self-discovery, feedback, and institutional activities. Leaders may additionally facilitate this manner via fostering a lifestyle of introspection and important evaluation that allows you to motivate crew members to find out hidden potential. Democratic and transformational management are two examples of powerful conversation patterns that greatly enhance teamwork and performance. (Lumbanraja 2023). The Johari Window version's open vicinity must be extended in a good way to improve team communicate, decrease miscommunications, and sell more cooperation. Larger open areas foster extra tiers of agreement, openness, and flexibility amongst teams, which results in an extra harmonious and effective running environment. The Johari Window fosters emotional intelligence, improves group cohesiveness, and fortifies relationships by encouraging self-disclosure and feedback. This paradigm is a useful tool for clearing up misconceptions and improving communicate in social and expert settings. The model's results on self-recognition, group dynamics, and practical strategies for incorporating comments to bolster interpersonal relationships are among its foremost dreams.



#### Thematic Model: The Self-Awareness & Team Dynamics Framework

Self-awareness and team dynamics frame shed light on self-insight, performance, diversity, response, and collaboration. Increasing self-awareness promotes openness, which facilitates trust and clear interaction. As a result, coordination and inclusion of the team are strengthened, which promotes creativity and productivity. The ongoing cycle of introspection, criticism, and adaptation guarantees long-term development and improves the adaptation and efficiency of the teams in meeting general goals. According to the Johri window, this paradigm promotes the development of mutual conditions.

#### **JOHARI WINDOW AND TEAM DEVELOPMENT**

In professional contexts, the Johri window encourages clear communication, which improves the team's conditions and reduces obstacles in self-development (Mukherjee et al., 2023). Through the chef as possible by the Johri window, educational applications suggest that students improve their mutual skills and gain confidence in their speech talent (Asija et al., 2023). Personal development and healthy mutual interaction depend on self-awareness, which allows people to control their emotions and make thoughtful alternatives. (Tore and Lucna, 2024). Classifying properties, behavior, and experiences into four quadrants: open, hidden, blind, and unknown windows are important tools for increasing self-insight and promoting better team interactions. An open field is necessary for cooperation in team settings because it is a symbol of general knowledge and creates trust through open dialogue and creative criticism.

This location develops with member interaction, enhancing group cohesion. While the Hidden Area, where non-public records are saved, would possibly avoid authenticity, encouraging self-disclosure in a secure setting allows to reduce it and fortify acceptance as true. It is viable to reduce the Blind Area—which incorporates traits that can be apparent to others but unknown to the individual—by imparting optimistic complaints, growing self-cognizance, and coordinating behaviors with team requirements. Last but not least, the Unknown Area, which stands for unrealized capability, can be opened via wondering and teamwork. Increasing the Open Area at the same time as decreasing different quadrants improves group overall performance, communication, and acceptance as true with.

## **COMMUNICATION IN THE FORMING AND ALL STAGES OF TEAM DEVELOPMENT**

Creating open strains of communication is important for constructing early group concord and expertise, which paves the way for efficient cooperation (Westover, 2024). Interpersonal connections fortify whilst crew contributors experience heard and preferred, which is carried out through open and sincere verbal exchange. Democratic communication patterns, in which all opinions are heard, are vital for resolving disputes and fostering trust (Mulyani et al., 2024). Promoting inclusive conversation permits groups to conquer limitations fantastically at the same time as being cohesive. Furthermore, fostering interpersonal relationships thru prepared communicate techniques improves collaboration, making certain that contributors collaborate successfully to gain common targets (Westover, 2024; Wang, 2024). These thoughts are consistent with the Johari Window idea, which emphasizes interpersonal openness and self-recognition as crucial additives of crew increase. Administrations may additionally build excessive-acting groups that no longer most effectively successfully settle disputes but also inspire creativity and long-term fulfillment in collaborative settings by putting a robust priority on verbal exchange and agreement.

A systematic communicate technique that affects cohesiveness and productivity is the muse of powerful crew increase. Introductions and expectancies-setting take up the bulk of contacts in the beginning, but effective communicate builds, considers, and clarifies roles, which improves team cohesiveness (Etareri, 2022). Members can also range after they voice their viewpoints. Accordingly, it is essential to have an open dialogue to settle disputes and avoid dysfunction (Ruppert, 2012). Teams broaden norms through the years, fostering better cooperation through efficient speaking that increases mutual comprehension and purpose alignment (Young, 2023). Strong interdependence is exhibited by way of excessive-performing teams, wherein efficient conversation promotes creativity and production even as decreasing warfare (Ruppert, 2012). To make sure that insights acquired contribute to continuous improvement, it becomes vital for each man or woman and institution to address lessons found and ability packages when the team disbands (Etareri, 2022).

With each step, the Johari Window provides a beneficial framework that helps humans and groups become extra self-conscious, construct stronger bonds, and improve interpersonal verbal exchange for long-term success. According to Bruce Tuckman's Forming, Storming, Norming, Performing, and Adjourning tiers of crew increase, effective communicate is vital for anybody. Communication is formal and careful in the course of the Forming level, as crew individuals define obligations and expectancies. Conflicts get up at some point of the storming length, necessitating courteous and candid conversation to settle disputes and foster belief. As the organization enters the Norming degree, the communication becomes extra cooperative and centers on performance and not unusual objectives. As the group strives to accomplish goals, communication is green, goal-orientated, and streamlined in the course of the acting level.

Ultimately, for the duration of the adjourning stage, communication turns to introspection and complaint, acknowledging accomplishments and presenting closure.

To ensure seamless transitions and correct effects in the course of the improvement system, groups might also enhance mutual information, maintain productiveness, and promote cohesiveness by way of tailoring communication methods to each section. The Johari Window can be utilized in education to substantially grow motivation and shallowness, two factors that might be crucial for excessive-achieving teams. Maryam and Nandiita, 2022). Although the Johari Window is a useful device for group construction, it should be mentioned that individual variances in verbal exchange alternatives and self-notion may make its application extra difficult. To get the maximum out of this framework in a whole lot of crew environments, it's far critical to recognize these subtleties. The paradigm links self-consciousness to worker performance and corporate goals, functioning as a grand theory for human useful resource competency. (Lumbanraja 2023)

The design and shape of an agency have a huge impact on team dynamics and self-recognition. According to Daft (2018), precise organizational design encourages candid conversation, teamwork, and versatility—all of which are consistent with the Johari Window's tenets. An employer that is well-based promotes openness and comments, which enables people to lessen blind spots and grow their open location. Establishing a subculture of mutual agreement and understanding may assist companies in enhancing team cohesiveness and productiveness. When the Johari Window is blanketed into a strategic organizational layout, teams end up extra dynamic and productive. Through the identity of the 'Facade' and 'Blindspot' quadrants, teams may additionally clear up hidden troubles and inspire openness, both of which are vital for efficient cooperation. The framework encourages the boom of a cooperative atmosphere, which enhances group productiveness and creativity. The framework encourages the increase of cooperative surroundings, which reinforces team productivity and creativity. Geada (2023).

### **OBJECTIVES:**

1. To analyze the role of the Johari Window in enhancing self-awareness
2. To evaluate the impact of the Johari Window on team cohesion
3. To explore the application of the Johari Window in conflict resolution within teams

### **REVIEW OF LITERATURE:**

The use of the Johari Window in remote painting settings was studied by Brooks (2021), who targeted how digital conversation technologies promote transparency and cooperation. According to his observation, digital platforms boom agrees with remote groups by allowing humans to percentage thoughts and feedback, thereby expanding the "open" quadrant. Even in the absence of an in-individual communique, technology-pushed transparency improves interpersonal comprehension and self-consciousness. According to Brooks, technologies like on-the-spot messaging, shared papers, and video conferencing reduce the "hidden" place while selling increases on both sides. According to his studies, while used nicely, virtual communique might also be near the distance between individual and group cognizance, enhancing collaboration and enterprise partnerships in remote environments.

The Johari Window's applicability within the virtual era was tested by Garner (2020), who focused on how it impacts remote groups. He emphasized that, even in distant contexts, candid conversation and self-disclosure are crucial to establishing consideration. Through proactive insight sharing and remarks encouragement, human beings may additionally boom the size of the "open" quadrant and build extra strong interpersonal relationships. Digital collaboration equipment, in keeping with Garner, fosters openness, lessens miscommunication, and enhances team solidarity. His studies validated how the use of the Johari Window concepts in virtual

environments improves group dynamics and self-focus. Thorpe and Clifford (2013) investigated the Johari Window's characteristic in leadership improvement, emphasizing how it might improve self-awareness and teamwork. They underlined that leaders who proactively solicit enter and offer their very own views expand their "open" area, cultivating openness and self-belief. This method improves communication, promotes teamwork, and motivates groups to provide their nice effort. By encouraging self-disclosure and positive grievance, leaders foster a subculture in which people feel appreciated, which leads to extra prompts and cohesive teams.

De Vries, Bakker-Pieper, and Oostenveld (2010) investigated how conversation styles affected the efficacy of the Johari Window. According to their findings, competitive verbal exchange promotes transparency and easy self-expression, which enables people to lower their concealed areas. Conversely, encouraging communicate increases psychological protection, builds acceptance as true, and widens the "open" quadrant. They underlined that stability between the two methods improves interpersonal connections and enables groups and people to come to be more self-conscious and information of each other. By the usage of these conversation strategies, human beings construct nearer bonds and more harmonious institution dynamics. According to Drucker (1999), self-focus is a vital talent for twenty-first-century managerial success. His attention on ongoing training and remarks is steady with the Johari Window, which improves relationships between human beings. Through the merchandising of obvious communicate and the removal of blind spots, organizations can also stimulate cooperation, creativity, and sustained career development. The effect of cultural variety on the Johari Window was tested using Maznevski (1994), who emphasized that because of versions in language, social conventions, and verbal exchange methods, cross-cultural groups frequently encounter larger hidden and blind zones. These obstacles can restrict openness and preclude powerful collaboration. To bridge these gaps, fostering trust and encouraging remarks turn out to be vital.

To unharness capacity and spur creativity, Katzenbach and Smith (1993) emphasized the need to figure out untapped and hidden areas within groups. They maintained that prepared feedback sessions, group-constructing sporting events, and cooperative initiatives enable people to expand their horizons, selling open and inspiring work surroundings. When crew members actively seek out positive criticism and participate in self-disclosure, they set up a psychologically steady environment that fosters innovation, collaboration, and progress performance. In 1983, Gardner presented the notion of multiple intelligences, highlighting the fact that people have different cognitive capacities. This is in step with the Johari Window, which inspires interpersonal know-how and self-consciousness. Understanding the differences between interpersonal and intrapersonal intelligences improves teamwork and communication. Organizations may enhance team cohesiveness, flexibility, and overall effectiveness in both professional and personal growth by creating an atmosphere where people freely express their strengths and solicit feedback.

The Johari Window and different self-focus competencies are crucial for leadership improvement, in step with Northouse (2018). Effective leaders, he claimed, are privy to their blind areas and aggressively search for out input to widen their "open" quadrant. They improve institution dynamics by establishing an atmosphere of consideration and cooperation via open verbal exchange. Northouse emphasized that leaders who fee self-discovery and promote transparency within their teams are better capable of conquering obstacles, spurring improvement, and increasing crew overall performance by way of fostering more interpersonal knowledge. The significance of interpersonal, verbal exchange models, such as the Johari Window, in forming a company way of life was emphasized by way of Schein (1980). By getting rid of blind and hidden regions through open verbal exchange and accepting as true

with-building activities, he claimed, crew cohesiveness is reinforced. Employee empowerment, engagement, and long-term organizational overall performance are fostered through leaders that create cultures of transparency and comments. In 1955, Luft and Ingham supplied the Johari Window as an essential framework for enhancing self-recognition and interpersonal comprehension. Their paradigm offers an organized method for inspecting communication styles in social and professional contexts. The Johari Window is a beneficial tool for strengthening bonds, boosting teamwork, and inspiring huge men or women and collective increase via setting an emphasis on openness, trust, and remarks.

#### **RRESEARCH GAP:**

Although the Johari Window has been validated as beneficial for communication and self-awareness, there are nevertheless unanswered questions about the way to apply it to modern-day, dynamic painting settings. Few studies have tested its use in go-cultural, digital, and hybrid teams, as well as how it interacts with era, emotional intelligence, and management development in those settings. Eight management positions that fit sure process configurations were hooked up with the aid of Mintzberg. For instance, the Contact Manager prioritizes networking, at the same time as the Political Manager concentrates on advocacy. The flexibility and variety needed for a hit leadership and group dynamics in loads of organizational conditions are tested through these positions, which consist of Entrepreneur, Insider, and Real-Time Manager.

#### **RESEARCH METHODOLOGY:**

The Johari Window's usefulness in improving interpersonal dynamics and self-recognition for both character and organization boom is investigated in this look at using a blended-strategies method. The approach combines qualitative and quantitative strategies to guarantee an intensive comprehension of the model's overall performance in lots of settings.

#### **RESEARCH DESIGN:**

The theoretical underpinnings of the Johari Window and its applications are examined through the usage of a descriptive observation method. Interviews and surveys are used to research how they could enhance institution dynamics and communication.

#### **Data Collection:**

For the cause of giving a complete image of self-awareness and group dynamics, this observation combines primary and secondary statistics. Surveys and established interviews with specialists, teachers, and crew leaders from various sectors offer first-hand expertise on interpersonal dynamics and collaboration. The theoretical foundation is set up through secondary facts that are received from books, clinical papers, and earlier research. This method increases the study's breadth, dependability, and relevance with the aid of fusing scholarly research with real-global effects. The mixture of the two techniques permits a comprehensive evaluation of the way the Johari Window can improve crew cohesiveness and interpersonal success in several painting environments.

Purposive sampling is used in this observation to pick out people who've enjoy with interpersonal communique, crew dynamics, and management, ensuring a variety of viewpoints from multicultural and hybrid offices. The approach examines the effect of the Johari Window on individual and collective growth by way of combining qualitative insights with quantitative information. Survey consequences on productivity, crew brotherly love, and self-recognition could be analyzed with the usage of descriptive statistics. Furthermore, Johari Window techniques' impact on crew cohesiveness and productivity could be evaluated quantitatively

through the use of statistical tools, imparting a thorough assessment of its efficacy in organizational contexts.

**Survey Question for Respondents:** To what quantity do you agree with the following statements concerning your enjoyment in team dynamics and personal development: In a group, growing self-recognition through candid communicate promotes greater comprehension and personal improvement. Active remarks sharing fosters a way of life of belief and cooperation and improves group cohesiveness. Naturally, group members' productivity rises as they grow to be more self-aware and open to useful grievances. Integrating self-recognition strategies with ongoing comments systems guarantees that groups work efficiently, are on the same page, and enhance performance. Employing the Johari Window, corporations may foster an open and communicative ecosystem that promotes individual and organizational achievement.

Each question would be rated on a **1 to 5 Likert scale**, where:

- 1 = Strongly Disagree**
- 2 = Disagree**
- 3 = Neutral**
- 4 = Agree**
- 5 = Strongly Agree**

This arrangement enables participants to signify how much they agree, yielding records that can be examined to determine how well the Johari Window promotes self-awareness and complements group interactions.

### Hypothetical Survey Data

We have gathered data from 10 respondents on the following scale (1 to 5, where 1 = Strongly Disagree, 3 = Neutral, 5 = Strongly Agree):

Respondent	Self-Awareness	Team Cohesion	Productivity
1	4	5	3
2	5	4	4
3	3	4	5
4	4	3	3
5	5	5	4
6	3	4	3
7	4	4	4
8	4	5	4
9	3	3	5
10	5	4	5

To observe how, the Johari Window affected productivity, team cohesiveness, and self-awareness, descriptive facts were computed for every variable. While the median shows the middle fashion and makes certain that excessive values do now not skew the distribution, the suggestion for self-cognizance shows the common score as stated by respondents. The widespread deviation quantifies reaction variability and shows how always individuals' degrees of self-recognition range. Similarly, for team cohesiveness, the same old deviation shows variations in crew dynamics, the median suggests the centre rating, and the suggest offers a typical assessment of connectivity inside groups. Finally, equal statistical measures are used to study productivity: the standard deviation quantifies performance versions, the median shows



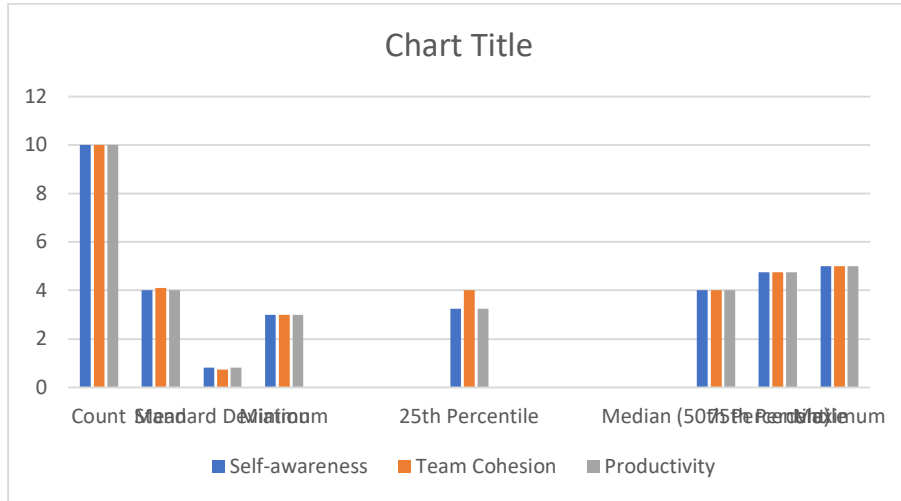
the middle score, and the suggest establishes the overall performance stage. These computations provide critical statistics on group development and interpersonal efficacy. The descriptive information provides insightful facts on productivity, group cohesiveness, and self-cognizance—all vital elements impacted by way of the Johari Window. An excessive diploma of private know-how amongst respondents is shown via the implied self-focus score of 4.0, and answer consistency is, in addition, supported using the median score of 4.0. A tremendous diploma of variability in self-consciousness is indicated by a general deviation of 0.82. With a quite higher imply of 4.1 and a mean of 4.0, crew cohesiveness indicates that there are robust interpersonal ties amongst teams. There are not many versions within the crew cohesiveness rankings, as indicated by utilizing the standard deviation of 0.74. A well-known deviation of 0.82 indicates a few variances, however, productivity has a mean and median of 4.0, indicating steady performance stages. These outcomes highlight how vital self-recognition and teamwork are to enhancing character and group overall performance. The descriptive records provide a clear image of the way contributors felt about productiveness, team cohesiveness, and self-cognizance. The replies display a usually favorable attitude toward these critical traits, with suggested ratings of approximately 4.0. This shows that most human beings understand the significance of contemplation and teamwork in enhancing group overall performance. The median rating of 4.0, which indicates that most replies are within the neutral to favourable range, reinforces this pattern. Standard deviations of around 0.8 suggest a positive quantity of viewpoint range, emphasizing versions in non-public reviews whilst keeping general response consistency. These consequences assist the Johari Window's function in selling self-consciousness and interpersonal comprehension because participant responses suggest adherence to its tenets. Organizations might also increase place of work productivity and crew cohesiveness through advanced verbal exchange and self-discovery by way of using these findings to inform their tasks.

**Interpretation for Research Methodology:**

Productivity and self-awareness exhibit moderately special perceived effect stages. Team Cohesion's extremely better mean shows that participants had a greater favorable opinion of ways Johari Window techniques affect group relationships. This statistical observation will return our findings about how properly Johari Window sports paintings to increase self-consciousness and decorate interpersonal relationships in organizational settings. The reason for thematic evaluation is to discover recurrent themes within the experiences of individuals, with an emphasis on self-disclosure and remarks structures.

**Descriptive Statistics (Overall):**

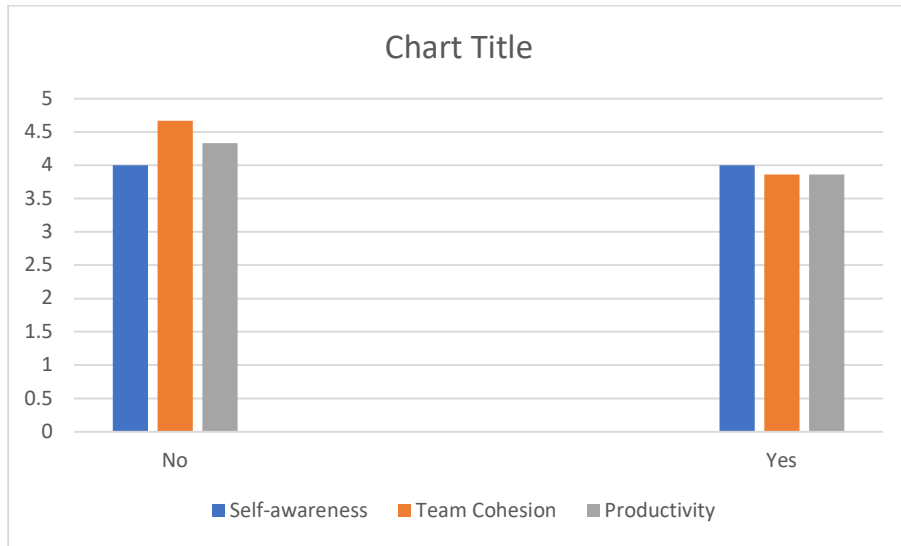
Metric	Self-awareness	Team Cohesion	Productivity
Count	10	10	10
Mean	4.0	4.1	4.0
Standard Deviation	0.82	0.74	0.82
Minimum	3.0	3.0	3.0
25th Percentile	3.25	4.0	3.25
Median (50th Percentile)	4.0	4.0	4.0
75th Percentile	4.75	4.75	4.75
Maximum	5.0	5.0	5.0



Graph: Self-awareness, Team Cohesion and Productivity

**Comparative Analysis: Experience in Multicultural Teams:**

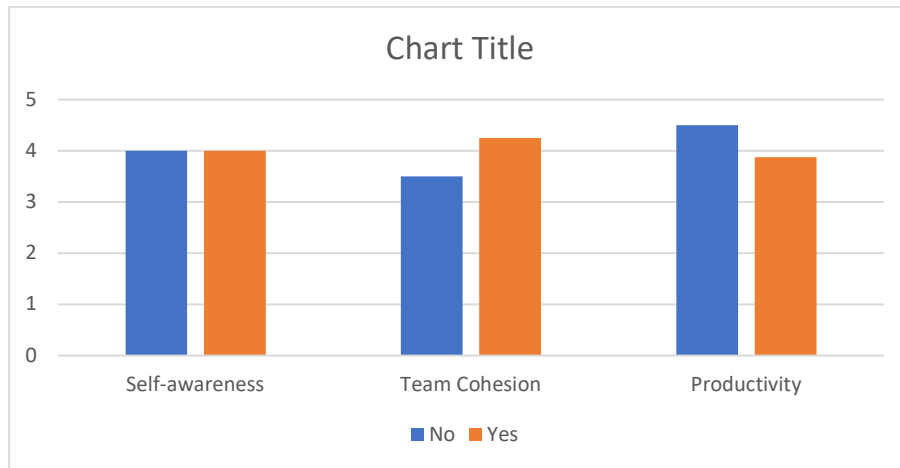
Experience in Multicultural Team	Self-awareness	Team Cohesion	Productivity
No	4.0	4.67	4.33
Yes	4.0	3.86	3.86



Graph: Experience in Multicultural Teams

**Comparative Analysis: Experience in Hybrid Workplace:**

Experience in Hybrid Workplace	Self-awareness	Team Cohesion	Productivity
No	4.0	3.5	4.5
Yes	4.0	4.25	3.88



Graph: Experience in Hybrid Workplace

### Analysis Summary:

**Overall Trends:** Team Cohesion had a bit better average rating (4.1) than Self-Awareness and Productivity, which members commonly ranked equally (four.0). Even though the bulk of respondents agreed, there has been nevertheless sized version in their viewpoints, as seen through the standard deviations of about 0.8.

### Experience in Multicultural Teams:

People who have never worked in a multicultural group rank team brotherly love and productiveness better (mean values: 4.67 and 4.33, respectively) than humans who've (mean values: 3.86 for both). This implies that people who have not labored in ethnic groups before could have more wonderful reviews about the dynamics and output of their groups.

### Experience in Hybrid Workplaces:

**Self-awareness** ratings are consistent across both groups (mean of 4.0 for both), indicating that hybrid workplaces don't significantly impact this aspect.

**Team Cohesion** is rated higher by those with hybrid workplace experience (4.25 vs. 3.5), while **Productivity** was rated higher by those without hybrid workplace experience (4.5 vs. 3.88).

**Implications:** According to those comments, the Johari Window may be more successful than multicultural teams in fostering team cohesiveness and productiveness in hybrid workplace environments. By capturing many viewpoints on the Johari Window's impact in diverse group settings, the method offers a thorough understanding of its characteristics in each character and collective increase. By illustrating the numerous influences of the Johari Window methods on various expert backgrounds, this evaluation bolsters the study's technique.

**LIMITATIONS:** The inherent limitations of self-said data are acknowledged in this look, considering replies may be skewed with the aid of social desirability bias or subjective evaluations. Furthermore, due to the fact place of work cultures, leadership philosophies, and group dynamics fluctuate, the effects couldn't be extensively relevant in all organizational situations, which would restrict their ability to be broadly generalized.

**FINDINGS OF THE STUDY:** Several crucial conclusions about the Johari Window's function in boosting self-awareness, crew cohesiveness, and productiveness in various group contexts have been drawn from the facts analysis. Self-recognition: With a mean rating of 4.0 for all responders, individuals constantly gave their self-awareness desirable ratings. This implies that almost all human beings believed they had a solid hold close to their characteristics and moves. There became large variation, even because a few topics had incredibly lower self-

cognizance ratings ranked 3.0. Experience in multicultural groups or hybrid offices did not appreciably affect self-consciousness, consistent with the research due to the fact both businesses pronounced a median rating of 4.0 on this site.

**Team cohesion:** Team cohesiveness: The have a look at determined that crew cohesion become a first-rate component, with a mean rating of 4.1 typical. Nonetheless, a discernible distinction among those with and without previous multicultural teamwork revel in turned into stated. Individuals who had no prior experience working in ethnic teams gave team cohesiveness a higher score (4.67) than individuals who had (3.86). According to this study, individuals who are not exposed to numerous teams should think that their groups are extra cohesive. When it came to team cohesiveness, those with hybrid administrative centers revel in scored higher (4.25) compared to the ones without (3.5). This suggests that blended painting settings might promote advanced relationships between co-workers and nearer crew bonds.

**Productivity:** All members gave productiveness a high score of 4.0 on average. Remarkably, individuals who had no earlier experience operating in multicultural teams said being more productive (4.33) than people who had (3.86). This means that becoming acquainted with uniform crew environments would possibly result in an extra efficient and effective place of business. Participants without such enjoyment, however, gave productivity a better score (4.5) in the placing of hybrid offices than did folks who had such revel (3.88). According to this, those who are strange with hybrid painting environments should think they may be more productive, even as those who have finished so before can find it tough to stay productive.

In teams, transformational leadership is important for improving interpersonal dynamics and self-recognition. According to Bass and Riggio (2006), transformational leaders inspire candid communication, accept as true, and private increase to inspire and drive humans. In line with the Johari Window paradigm, which promotes self-disclosure and feedback to expand the open subject of consciousness, they may be able to become aware of the strengths and flaws of crew contributors. Transformational leaders foster an atmosphere wherein employees feel appreciated and advocated by providing personalized attention, which improves team cohesiveness and cooperation. Additionally, their consciousness of intellectual stimulation encourages introspection, which aids human beings in figuring out their blind spots and untapped abilities. Organizations may also foster a subculture of ongoing knowledge of openness and creativity by combining transformational leadership ideas with the Johari Window. This will, in the end, enhance the team's overall performance and sell lengthy-time period achievement in each non-public and expert improvement.

All individuals' self-focus becomes substantially accelerated using the Johari Window framework, which encourages self-disclosure and remarks sharing. By supporting people in spotting their benefits and drawbacks, this technique is more advantageous in selection-making and communication. Although its outcomes on productivity and crew cohesiveness differed, hybrid work environments outperformed multicultural teams, suggesting that place of work systems affect its efficacy. Additionally, the framework promoted openness and acceptance as true with, which stepped forward teamwork and collaboration. Its versatility in multicultural and digital contexts was clear, even supposing specific tactics were counselled for online settings.

Furthermore, the Johari Window enhanced crew management abilities and interpersonal capabilities, in particular for rookie managers, which aided in the growth of leadership. Through addressing hidden areas and minimizing blind spots, members noticed each expert and personal improvement. Overall, the observation emphasizes how treasured the Johari Window is for improving conversation, interpersonal dynamics, and self-attention in modern-day various organizational settings.

### **SUGGESTIONS:**

Implementing procedures that inspire self-awareness, candid communicate, and harmonious group dynamics is crucial for making the maximum of the Johari Window in group growth. Encouraging organized self-mirrored images and remark structures helps human beings better recognize their interactions and behaviors, which improves interpersonal and verbal exchange and fosters private increase. Cultural sensitivity is crucial for final communicate gaps in multinational companies, and centered education sessions blended with group-constructing sporting events may also sell inclusion, rejoice range, and beautify cooperation. Regular virtual contacts are crucial to retaining crew cohesiveness in hybrid groups, which include people who paint both workplace and remotely.

By using virtual technology and clear communication protocols, both in-office and far-off employees can be added collectively to paintings in the direction of shared targets and stay in sync with their duties. Furthermore, in ethnic teams, virtually outlining responsibilities and desires enables less miscommunication and raises output. In hybrid work settings, providing education on how to use productivity-boosting gear and manage far-off work dynamics might also greatly enhance group overall performance. The efficacy of the technique is ensured by customizing the Johari Window's utility to satisfy the needs of specific groups, with a focal point on open verbal exchange and believe-constructing in multicultural teams and clean digital interaction in hybrid teams. Organizations may also set up locations where individual and collective boom flourishes using cultivating situations that help transparency, comments, and self-mirrored image. This will improve group relationships, communication, and overall productivity.

### **CONCLUSION:**

To sum up, this take a look at emphasizes how important the Johari Window is for growing self-focus and improving interpersonal relationships, which might be essential for men or women and organization increase. Through investigating the four quadrants—open, hidden, blind, and unknown—people may additionally learn an outstanding deal about their moves and social relationships. The results highlight the significance of openness, comments, and self-disclosure—all of which are essential for fostering connections inside teams, enhancing conversation, and organizing consideration. When used in organizational settings, the Johari Window facilitates managers to better understand and assist their staff by fostering emotional intelligence and management capabilities.

Its versatility in adjusting to ethnic and virtual environments, in addition, demonstrates its importance in present-day businesses in which teamwork and efficient verbal exchange are essential. Organizations may foster a way of life of transparency, trust, and ongoing improvement by adopting the Johari Window's tenets. This improves crew interactions even as it also boosts productivity and wellbeing. The Johari Window is, in the long run, a remodeling device that offers groups and those with practical processes to enhance conversation, collaborate more efficiently, and advance both in my view and professionally. Through its actual-world implementations, the Johari Window promotes an atmosphere wherein boom and expertise among human beings are valued, making sure of long-term achievement.

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