

# Organizational Behaviour

GALGOTIAS  
UNIVERSITY

The logo of Galgotias University is a stylized 'G' composed of three overlapping, curved shapes in shades of yellow, blue, and red. The text 'Lecture -4' is centered over this logo.

**Lecture -4**

GALGOTIAS  
UNIVERSITY

# Learning outcomes:

## *To be able to understand:*

- What is Johari Window ?
- Founders
- Formation of Name
- Four quadrants
- Drawbacks of Model



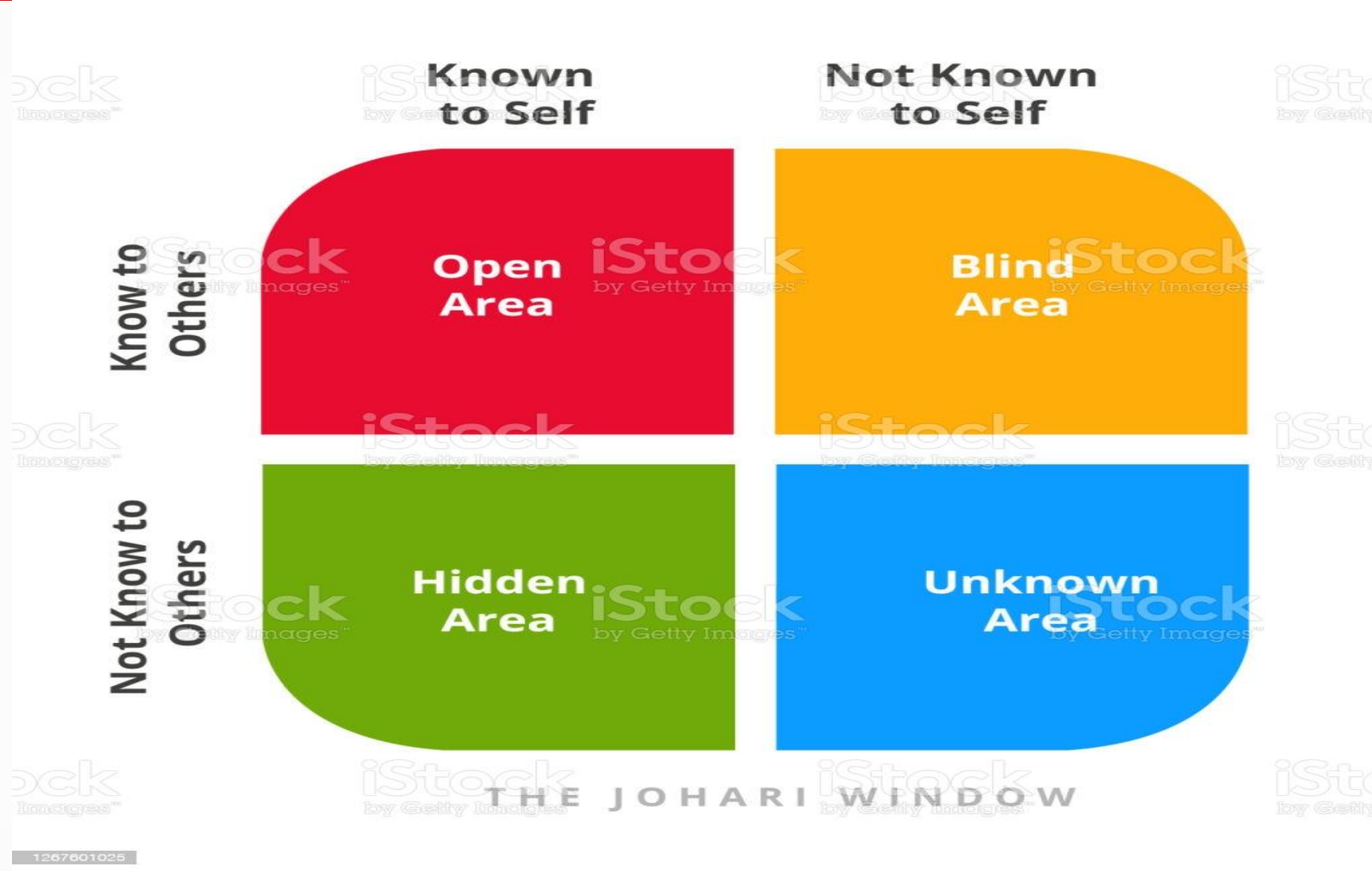
- The Johari Window model is a simple and useful tool for illustrating and improving self-awareness, and mutual understanding between individuals within a group.
- The Johari Window model can also be used to assess and improve a group's relationship with other groups.



- The Johari Window, named after the first names of its inventors, Joseph Luft and Harry Ingham, is one of the most useful models describing the process of human interaction.
- The model was first published in the Proceedings of the Western Training Laboratory in Group Development by UCLA Extension Office in 1955, and was later expanded by Joseph Luft.

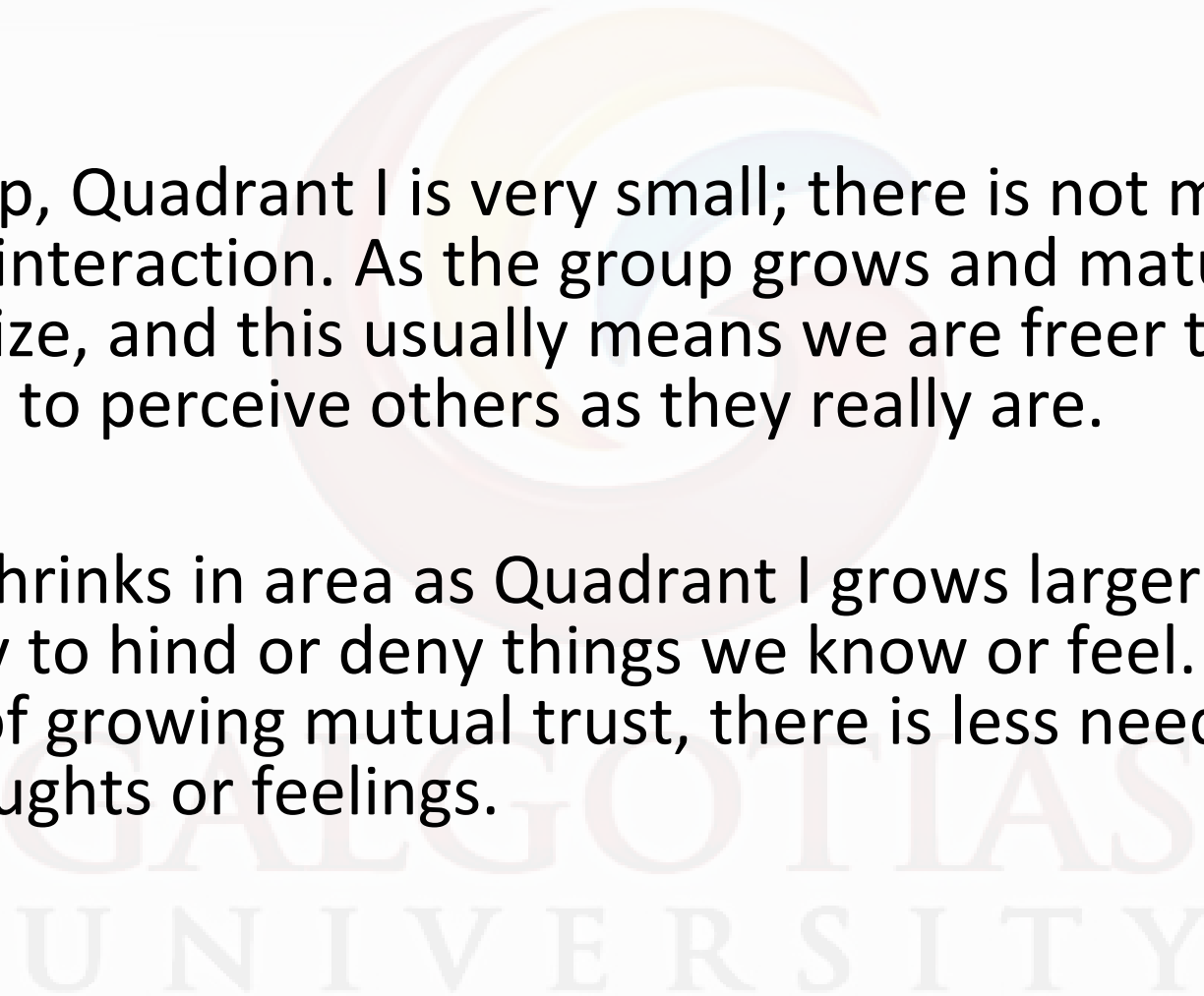


- QUADRANT I. The area of free activity or public area, refers to behavior and motivation known to self and known to others.
- QUADRANT II, The blind area, where others can see things in ourselves of which we are unaware.
- QUADRANT III. The avoided or hidden areas, represents things we know but do not reveal to others, (e.g., a hidden agenda, or matters about which we have sensitive feelings).
- QUADRANT IV. Areas of unknown activity, in which neither the individual nor others are aware of certain behaviors or motives. Yet, we can assume their existence because eventually some of these behaviors and motives were influencing our relationship all along.



1267601025

- In a new group, Quadrant I is very small; there is not much free and spontaneous interaction. As the group grows and matures, Quadrant I expands in size, and this usually means we are freer to be more like ourselves and to perceive others as they really are.
- Quadrant III shrinks in area as Quadrant I grows larger. We find it less necessary to hide or deny things we know or feel. In an atmosphere of growing mutual trust, there is less need for hiding pertinent thoughts or feelings.

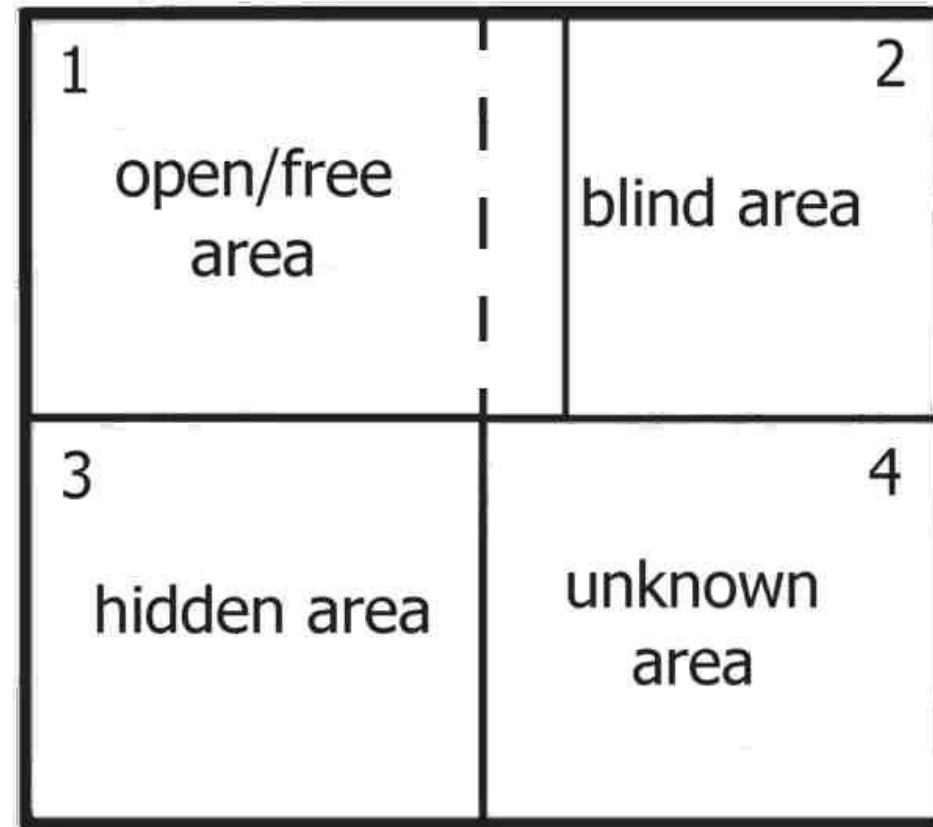




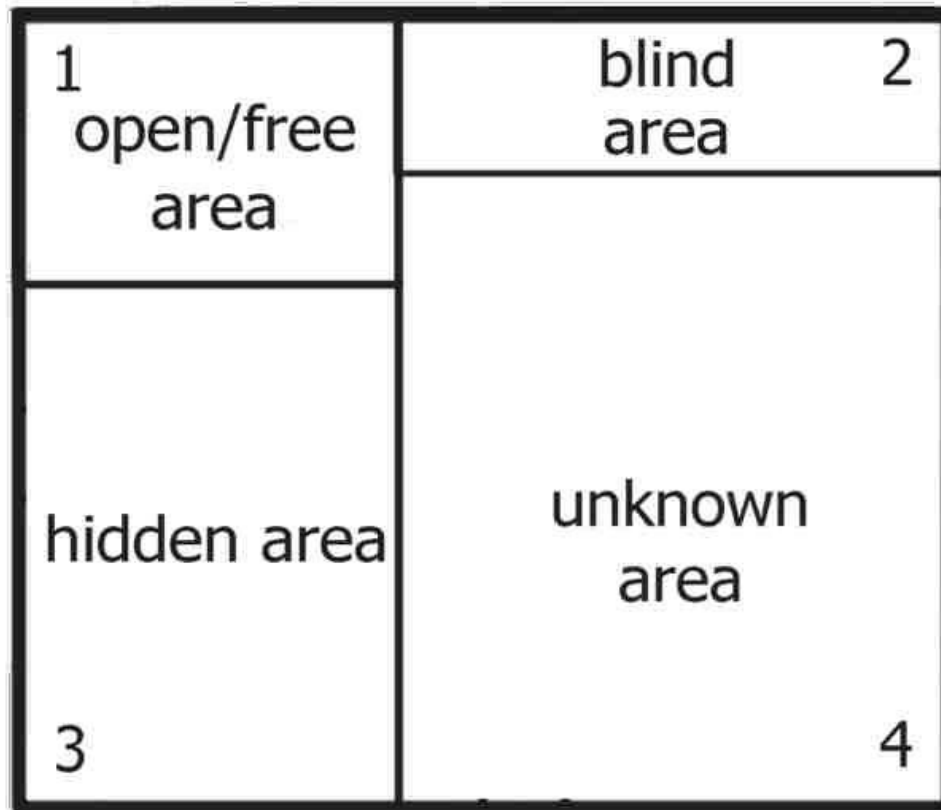
- It takes longer for Quadrant II to reduce in size, because usually there are "good" reasons of a psychological nature to blind ourselves to the things we feel or do.
- Quadrant IV changes somewhat during a learning laboratory, but we can assume that such changes occur even more slowly than shifts in Quadrant II. At any rate, Quadrant IV is undoubtedly far larger and more influential in an individual's relationships than the hypothetical sketch illustrates.

GALGOTIAS  
UNIVERSITY

# REDUCING BLIND AREA – BY SEEKING FEEDBACK FROM OTHERS



# WHEN UNKOWN AREA IS LARGE – IT LEADS TO SMALLER OPEN/ FREE AREA

IAS  
ITY

# Drawbacks of Johari window

- Some things are perhaps better not to be communicated (like mental or health problems)
- Some people may pass on the information they received further than we desire.
- Some people may react negatively.
- Using the Johari window is a useless exercise if it is not linked to the activities that reinforce positive behavior or that correct negative behavior.
- Some cultures have a very open and accepting approach to feedback and others do not.
- Some people take personal feedback offensively.

GALGOTIAS  
UNIVERSITY

## References:

- Robbins, S. P., & Judge, T. (2007). *Organizational behavior.*: Pearson
- Chhabra, T.N. (2012). *Organization Theory And Behaviour*: Dhanpat Rai And Company
- Luthans, F. (2008). *Organizational Behavior*. McGraw Hill Education, New Delhi
- Pic credit: [www.istock.com](http://www.istock.com)

GALGOTIAS  
UNIVERSITY

The logo of Galgotias University is a circular emblem with a stylized 'G' shape in the center. The 'G' is composed of three curved segments in shades of yellow, blue, and red. The background of the emblem is a light, multi-colored swirl.

**Thank You**

**GALGOTIAS  
UNIVERSITY**