Reflective report on Johari Window and SWOT Analysis

Professional Carrer Development

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1,002words

Exclusive Summary

The motive of this report is to give you an overview of Johari Window created as visual window by Harry Ingham , Joseph Luft. SWOT Analysis is a business strategy tool created by Albert Humphrey .I will go into more detail , backed up information and theories I will use myself as a subject for better explanation.

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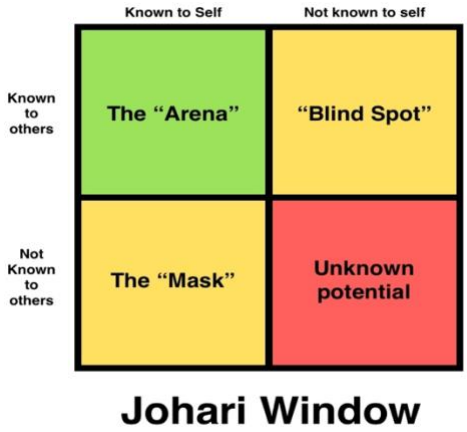
Introduction

Johari Window was created in 1955 by Joseph Luft and Harry Ingham combining their first names to make a visual for self –awareness ,building trust and raising workplace relationships. “Johari Window is a two by two model (window) on the x-axis is what we know about ourselves and what is not known to ourselves and on the y-axis is what is know to others and not known to us “(Alexander Lyon 2020). The window comes in different sizes according to how you know yourself and what others don't know about you.

SWOT Analysis is a strategy credited to Albert Humphrey in the 1960s , SWOT stands for Strengths, Weaknesses, Opportunities, and Threats . It’s a tool that allows you to analyze what your company dose best and what's the weakness of your company. SWOT Analysis doesn't have to be applied only to business it can be applied to a individuals.

Main findings

(Steve Nobel. (2022)



(TradeSmart university 2019)

Open self - As you can see in the picture above this quadrant shows the behaviors, knowledge, motives of what the person is aware and is willing to share it with others.

Blind spot – Also known to others but not known to yourself.

Hidden self- This is where something is known to you but not to others so you basically you don't want to share it with others.

Unknown self – This means something is unknown not only to you but to others as well.

Joseph Luft and Harry Ingram both were both psychologists in USA (California) they both died Joseph (1916-2014) Harry (1916-1995.) They

developed the model while conducting research regarding group dynamics.

	Known to self	Not known to self
Known to others	Open Area Happy Funny Smart mother Achiver Truthful	Blind Spot Wired Quiet Rude Annoying
Not known to others	Hidden Area Stressed Inscure	Unknown

I have given you an example of the Johari window but I've filled it in as it applies to me and my friends. I've done this so you could have better understanding about the Johari Window.

The Johari Window was made for self awareness it's also pronounce as Jo-Harry window.

*The Johari Window use to be structured as a supervision with mental health hospitals "For a long time regular, structured supervision has been the norm within much of the mental health and nursing professions" (*Helen halpern. (2009).

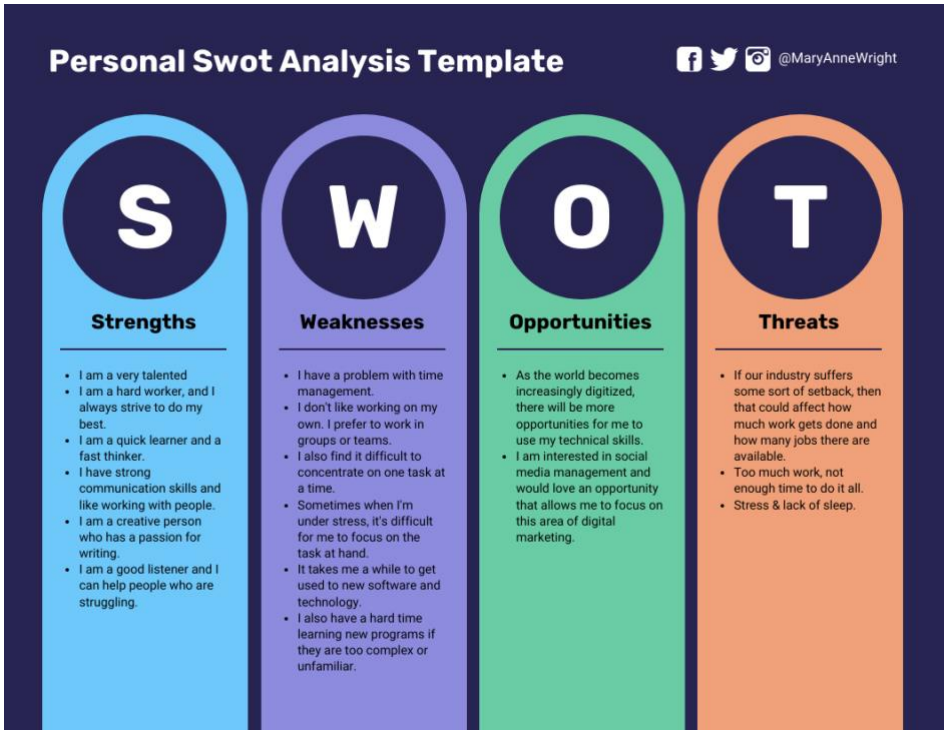
But by(John W Newstrom, Stephen A Rubenfeld. (1983)." *This paper argues that limited attempts to operationalize the model have been relatively unsuccessful An alternative to the classic Window is developed that focuses on four roles crucial to attaining greater openness and personal growth-feedback solicitation, self disclosure,*

providing feedback, and facilitating disclosure." I have put the paper in the reference list so you could have a read of this interesting paper.

In the Johari window the main three goals are increase self awareness (you are self –aware of what you think/know about yourself and what other think/know about you.) Improve communications and relationships (to be clear about what your trying to communicate about ,talking about how you feel and using I statements.) Facilitate personal and team growth (Emotional growth allows you to process that helps you use an appropriate cause of action.)

"Research for All is dedicated to research that involves universities and communities, services or industries working together. The aim of these different groups working together is not only to share existing knowledge held by each of them, but also to build on existing knowledge in ways that groups of similar people struggle to do alone."(Sandy Oliver Sophie Duncan. (2019). This is one of my favorite quote from Johari Window.

Swot Analysis

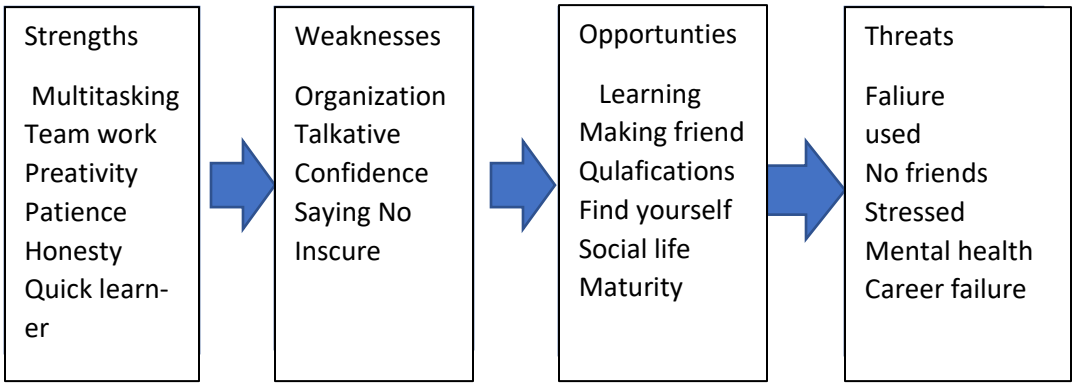


Venngage Inc. (2023)

As you can see I have provided you with an excellent example of the Swot Analysis template. I have added my own personal example of the swot analysis.

The Swot Analysis was created by Albert Humphrey in the 1960s. It was made for business purposes but it can be used on individuals.

"In this qualitative and descriptive study, firstly the position of SWOT Analysis in the strategic management process is explained, secondly the components of SWOT Analysis is examined". (Gurl, Emet. (2017).



(Julia zupkova)2023

Since i don’t have my own business yet i decided to make my own Swot analysis chart based on when i used to do IT BTEC in sixth form, now i will go into more details of the strength ,weakness,opportunites and threats that i had in sixth form.

Strength

One of my strength was independence because my teacher was strict on us and didn’t explain the assignments more than twice. We had to do everything ourselves but this made us be more independent and made us all pass with merits.

Weakness

Confident that’s something I don’t have till this day when my teacher would give us to do class presentation's i would just have a breakdown because its something I'm still learning. Now that’s one of my weaknesses it makes me want to be sick when I must stand in front the whole class and speak most of the times I do it I just end up laughing from a nervous breakdown

Opportunities

My main opportunity was to discover myself and get qualifications on IT BTEC i wanted to discover myself and see what limits I could be pushed to. It would give me the opportunity to carry on with my learning skills and my own growth my own future.

Threats

One of the biggest threat was I would fail and I wouldn't be able to carry on in my education that would resolve me being a failure.

Conclusion

I found out that the Johari Window is a tool for improving communication and team working in project management. It helps when one needs to know the image of others and how it affects the outside world.

Swot Analysis helps you recognize what your strengths are and what you could improve on your business or yourself. Makes you release where your business could be going wrong or even where your nemesis is doing better than you.

They are both very good to use and i will be using them in the future once I get to open my own business.

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