

Reflective Report on Kolb's Reflective Cycle and Johari Window

PROFESSIONAL CARRER DEVELOPMENT. 10/11/2023
ALIAA NABHAN DANOUNI (2309830)

Contents

Executive summary.....	3
Introduction.....	3
Main findings.....	4
Conclusion.....	8
Reference List	9

Executive Summary:

the main purpose of presenting this report to you is to give you an overview of Kolb's Reflective cycle by David A Kolb as well as Johar's window model that's created by Joseph Luft and Harry Ingham. Also, I will show you that Johari's window model is used to enhance the individual's perception of others.

Then, I will explain each theory and offer practical examples for both. At the end of my report, I hope to give you a clear picture of this topic.

Introduction:

What I really want to tell you in my report will contain two important theories.

* Kolb's reflective cycle and Johari's window are two peculiar psychological models used to understand self-awareness and personal development.

*The Kolb's Reflective cycle:

Kolb's reflective cycle developed by David A Kolb is a four-stage model that helps to reflect on learning and experiences.

The four stages include concrete experience, reflective observation, abstract conceptualization, and active experimentation. By engaging in this cyclical process, individuals can gain a deeper understanding of their actions, thoughts, and emotions, leading to personal growth and learning.

* Johari's window is created by Joseph Luft and Harry Ingham, which is a model for understanding interpersonal communication and self-awareness. It includes four quarters, there are: Open Area, Blind Area, Hidden Area, and an unknown area. Both models are widely used in various fields like psychology, education, leadership, and personal development to help themselves more and deal with others.

(Robinson, 2022). (Nguyen, 2023).

Main finding

Kolb

The Kolb reflective cycle was created by American education theories David Kolb.

In 1984, Kolb created the Experiential Learning Theory (ELT) based on the premise that learning is facilitated by direct experience. In other words, the individual learns through action. The Kolb reflective cycle is a holistic learning and development process based on the reflective of activities.

(Main, Paul. 2022)

Kolb's experiential learning style theory is typically represented by a four-stage learning cycle in which the learner (touches all the bases)

(1) Concrete Experience:

The learner encounters a concrete experience. This might be a new experience or situation, for example.

Experiment with increasing the size of wooden doors in the winter. In this experiment, a sample of wooden doors is exposed to winter conditions, including low temperature and high humidity.

(2) Reflective Observation of the New Experience:

The learner reflects on the new experience in the light of their knowledge. After a period of time in the winter, monitor the wooden doors and notice any change in their size. We may notice that the wooden doors increase in size and become slightly larger than the original size.

(3) Abstract conceptualization:

At this stage, the learner creates new ideas or modifies the idea he already has. It was concluded from the observations that exposure to winter conditions leads to an increase in the size of wooden doors. That is, the

increase in size results from the wood absorbing moisture resulting from the steam present in the air, and this leads to the extension of the wood fibers.

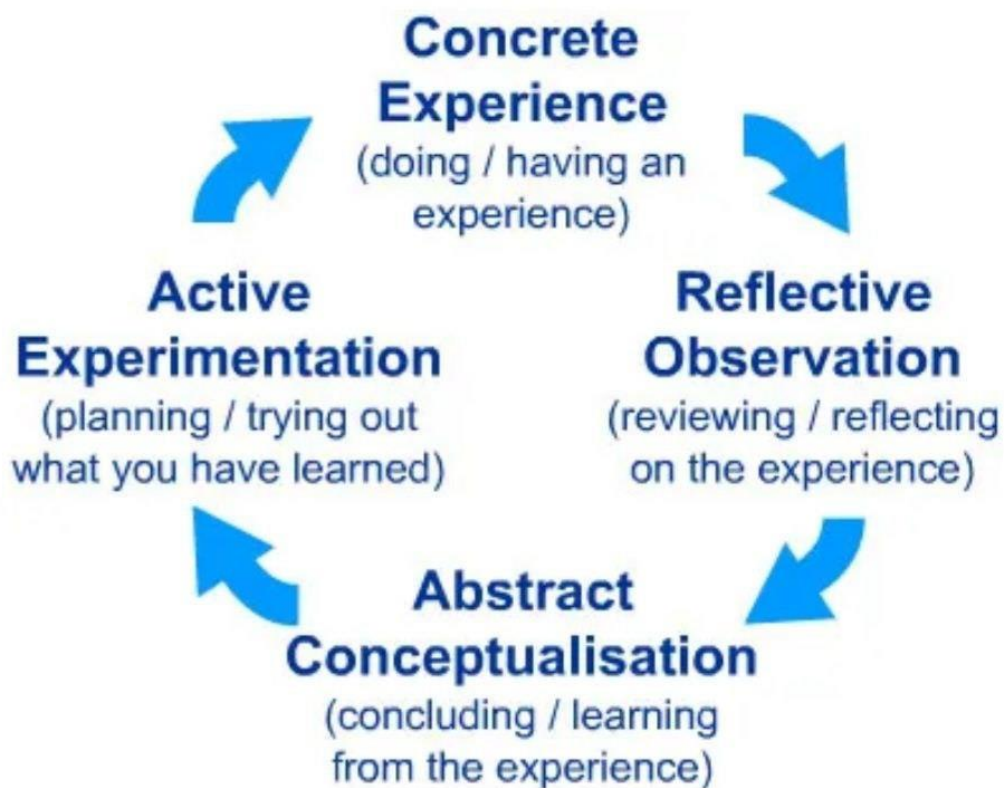
(4) Active Experimental:

At this stage, the learner experiments with innovative or newly modified ideas as he tries to apply his ideas to the world around him and sees the impact through tangible experience. It is possible to paint wooden doors with moisture-absorbing material before the winter. After that, the treated doors are exposed to the same winter conditions and monitored if their size increases by the same percentage as in the previous experiment.

Thus, we see that by applying Kolb's theory, knowledge is accumulated through actual experience, observation, analysis, and testing of theories in practical work. Through the use of the Kolb's Reflective Cycle, you are able to be deeper understanding of your experience, learn more from it, and make intentional changes to improve your future.

(Mcleod, 2023).

(MSEd, 2022).



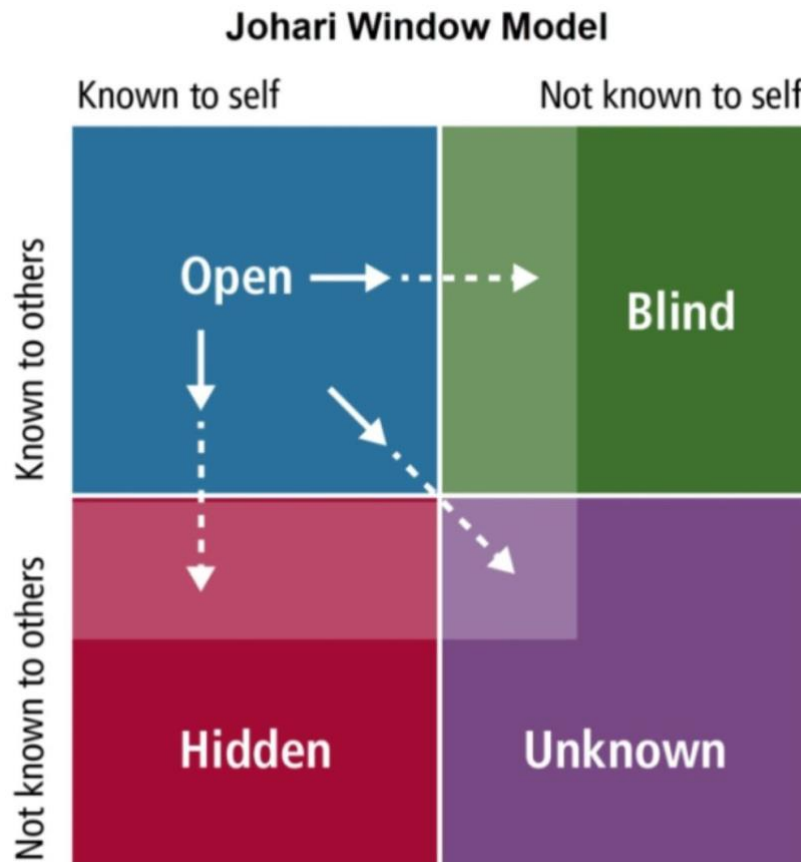
Johari window

A Johari window is a psychological tool created by Joseph Luft and Harry Ingham in 1955. It is a rule or technique used to help people better understand their relationship with themselves and with others.

Additionally, this technique helps us discover ourselves, where we are, how we see ourselves, and how others see us.

(Gardiner,ph,D, 2023).

The Johari Window consists of four parts or quadrants:



1. Open or Arena: It contains all the information that we know about ourselves and that others also know about us, such as personal characteristics, behaviors, attitudes, feelings, and educational levels. When this space decreases, this indicates a lack of self-awareness and poor communication.

2. Hidden or Facade:

These are the things that we know about ourselves but hide from others, as they include our private feelings, thoughts, fears, and secrets, and we are keen to keep them hidden for various reasons, such as fear and weakness. The smaller this area and the larger the open area, the better the self-detection.

3. Unknown or Unknown Area: This quadrant represents the aspects of ourselves that are unknown to both us and others. It includes unrealized potential, undiscovered talents, and unconscious. When there is a large unknown area, this indicates a lack of experience, and the person may need to work harder to discover new information about himself.

4. Blind or Blind Spot: This quadrant represents the aspects of ourselves that are unknown to us but known to others. These can be our unconscious habits, mannerisms, or behaviors that others observe, but we are unaware of them. For example, a person is slow at work, and all of his colleagues notice this except. the feedback from others can help us uncover these blind area . (Jurevcius, 2023).

Where I can see the effect of Johari Window when I start a new job within a work team, where I notice an increase in my awareness in the open area, which includes information and qualifications that I know about myself, and others also know about me. Blind area, here I discovered things that I do not know about myself and that others know, as I am flexible, active, and loyal. Hidden area where I have qualities and goals that no one else knows about. Unknown area is my qualities that are unknown to me or to others, such as working under pressure, and over time, experiences and reactions reveal them.

In Conclusion,

Both the Kolb Reflective Cycle and the Johari Window are valuable models that promote self-awareness and personal growth. Both models encourage self-reflection, feedback, and personal development. The Kolb Reflective Cycle provides a structured approach for learning from experiences, while the Johari Window offers a framework for understanding and expanding our self-awareness within the context of relationships. By utilizing these models, individuals can gain valuable insights, enhance their personal growth, and improve their interactions with others.

Reference List :

Gardiner,ph,D, Kirsty. (2023). How to Use the Johati Window to improve Leadership. [Online]. PositivePsychology.com. Last Updated: 8th of August. Available at: <https://positivepsychology.com/> [Accessed 10th of November 2023].

Jurevcius, Ovidijus. (2023). The Johari Window Model. [Online]. Strategic Management insight. Last Updated: 24th of October. Available at: <https://strategicmanagementinsight.com/tools/johari-window/> [Accessed 10th of November 2023].

Main, Paul. (2022). Kolb's Learning Cycle. [Online]. Structural Learning. Last Updated: 9,september,2022. Available at: [https://www.structural-learning.com/post/kolbs-learning-cycle#:~:text=The%20four%2Dstage%20learning%](https://www.structural-learning.com/post/kolbs-learning-cycle#:~:text=The%20four%2Dstage%20learning%20cycle) [Accessed 10th November 2023].

Mcleod, Saul, (2023). Kolb's Learning Styles and Experiential Cycle. [Online]. Simply Psychology. Last Updated: 24th of October. Available at:<https://www.simplypsychology.org/learning-kolb.html> [Accessed 10 November 2023].

MSEd, Kendra Cherry,. (2022). Kolb's Cycle of Learning. [Online]. Very Well mind. Last Updated: 7th of October. Available at: <https://www.verywellmind.com/kolbs-learning-styles-2795155> [Accessed 10th November 2023].

Nguyen, Sara. (2023). The Johari Window: Improved Communication and awareness. [Online]. LogRocket. Last Updated: 6th of September. Available at: <https://blog.logrocket.com/product-management/johari-window-overview/> [Accessed 10th of November 2023].

Piernikarch, Gaelle. (2023). Kolb's Learning Styles. [Online]. Cambiana. Last Updated: 13th of January. Available at: <https://www.cambiana.com/kolbs-learning-styles/> [Accessed 10th November 2023].

Robinson, Jessica. (2022). Master Experiential Learning with Kolb's Reflective Cycle. [Online]. CROW JACK. Last Updated: 3rd of November. Available at: <https://crowjack.com/blog/strategy/reflection-models/kolb-reflective-cycle> [Accessed 10th November 2023].

