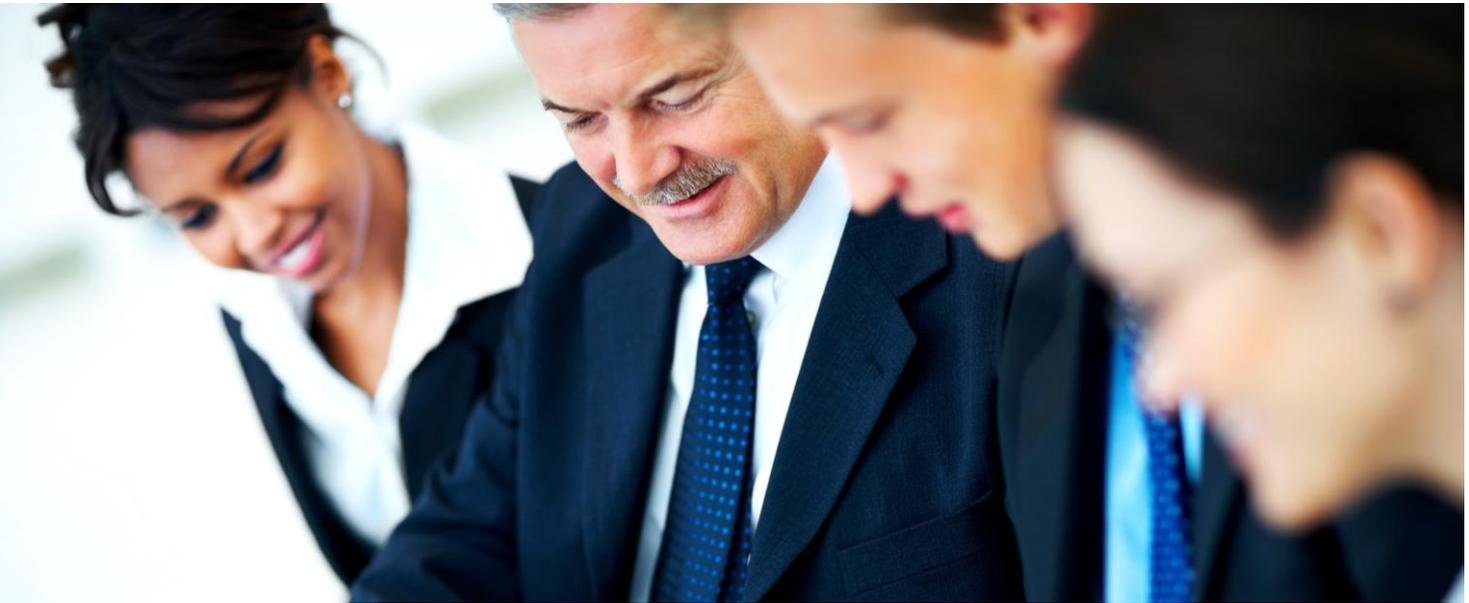




# MTI



## Johari Window

Online Analysis Tool

**We bring your strategy to life!**

### **Training & Consultancy**

Management & Leadership

Marketing & Sales

Customer Service

Project Management

Teambuilding & Outdoor

E-Learning Programs

## Self Awareness and Awareness of Others

Every organization and every managerial situation is characterized by "chain of command concerns". As a manager, how you handle the various interpersonal relationships associated with your job will determine your success as well as the success of your organization.

The quality of your relationship with your boss, your subordinates, and your fellow managers can ultimately be determined by your understanding of these relationships and your knowledge of the consequences of your actions.

This survey is designed to capture the understanding and behavior of managers in their interpersonal relationships. There are no right or wrong answers. Rather, the *best* answer is simply the one which comes closest to representing your own practices. Attempts at giving a "correct" response merely reduce the value of your answers to you.

**The Johari Window is essentially a model for processing information in a group. The Personnel Relations Survey it is used to assess how individuals present and process information necessary to their relationships.**

## Communication within the Organization

The questionnaire is subdivided into 3 parts:

### Part I

#### **Relationships with Employees**

As a manager, you know that your relationship with your employees can significantly influence your own success at management. All relationships between people have the potential for good or bad, depending upon how they are handled. The manner in which you conduct yourself with employees is a major determining factor for how well they work and your effectiveness as a manager.

### Part II

#### **Relationships with Colleagues**

The successful manager must not only have a healthy working relationship with his or her superiors and subordinates, but must also work well with peers. The need for interdepartmental cooperation and well-integrated goals requires a manager to cultivate relationships with fellow managers.

### Part III

#### **Relationships with Supervisors**

Just as a manager must supervise effectively, that manager must also know how to receive supervision. The relationship between a manager and his or her superior is critical to that person's success and to the success of the organization. Many times, the character of the relationship with the boss can be significantly affected by how it is viewed and approached by the manager.

## Evaluation

The JOHARI Window is a simplified model assessing a relationship based on how a person or a group shares or receives information. The quality and nature of the relationship is directly affected by how much information is shared, and how good or complete this information is. Information (about me, us, our relationship, or some other factor affecting you/me/us) may be known or not known to one side of the relationship, and simultaneously known or not known to the other. This matrix can be visualized as a square with four quadrants, labelled arena (public sphere – what both parties know), façade (private sphere – what I know, but you don't), blind spot (recognized potential – what you know, but I don't), and unknown (hidden potential – what neither party knows).

