

**BELBIN®**

**TEAM ROLES AND...**

# THE JOHARI WINDOW MODEL

How do I identify my strengths and weaknesses?

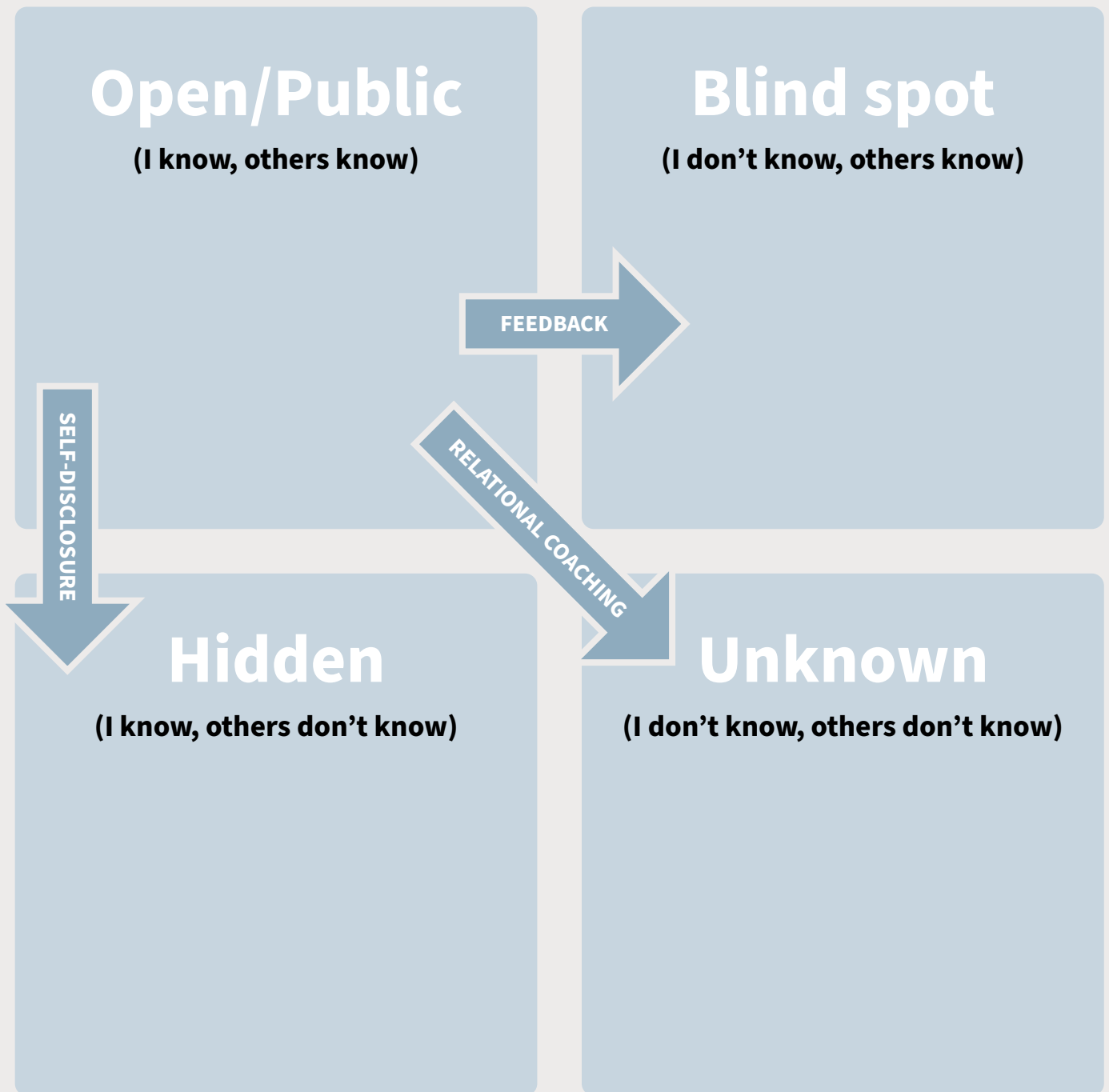
How do I see myself as others see me?

When it comes to developing self-awareness, it can be difficult to know where to begin.

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The Johari Window: diagram

## Using the page, 'Comparing Self and Observer Perceptions'

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- Which Team Role behaviours do you and Observers both see? Enter these in the 'Open' quadrant of the Johari Window.
- Which Team Role strengths do you see that others don't? Enter these in the 'Hidden' quadrant.
- Which Team Role strengths do others see that you don't? Enter these in the 'Blind spot' quadrant.

## Using the page, 'Suggested Work Styles'

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Note the headlines under your four Work Styles. If these fit with your preferred ways of working, enter them in the Open quadrant. Can you think of any supporting examples of these working styles in your job role?

## Using the page, 'Maximizing your Potential'

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Note the suggestions in the section, 'Understanding your Contribution'. Note any useful suggestions in the 'Hidden' quadrant.

## Using the 'Observed Team Role Strengths and Weaknesses' and List of Observer Responses pages

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Note any observed strengths and weaknesses that surprise you in the 'Blind spot' quadrant.

- If these are hidden strengths, how might you cultivate them?
- If there are weaknesses that appear to impact the Team Role strengths, how might these be managed?

