* **The End Goal of Johari Window**

The ultimate goal of the Johari Window is to enlarge the Open Area, without disclosing information that is too personal. The Open Area is the most important quadrant, as, generally, the more your people know about each other, the more productive, cooperative, and effective they'll be when working together.

The process of enlarging the Open Area quadrant is called "self-disclosure," and it's a give-and-take process that takes place between yourself and the people that you're interacting with.

As you share information, your Open Area expands vertically and your Hidden Area gets smaller. As people on your team [**provide feedback**](https://www.mindtools.com/pages/article/getting-feedback.htm) https://www.mindtools.com/images/tooltip/reading-plus-grey.gif to you about what they know or see about you, your Open Area expands horizontally, and your Blind Area gets smaller.

Done well, the process of give and take, sharing, and open communication builds trust within the group.

At first glance, the Johari Window may look like a complex tool, but it's actually very easy to understand with just a little effort. As such, it provides a visual reference that people can use to look at their own character, and it illustrates the importance of sharing, being open, and accepting feedback from others.

People who have a large Open Area are usually very easy to talk to, they communicate honestly and openly with others, and they get along well with a group. People who have a very small Open Area are difficult to talk to, they seem closed off and uncommunicative, and they often don't work well with others, because they're not trusted.

Other people might have a large Blind Area, with many issues that they haven't identified or dealt with yet. However, others can see these issues clearly. These people might have low self-esteem, or they may even have anger issues when working with others.

**Tip 1:**

Try to avoid "over-sharing" in your self-disclosure. Disclosing small, harmless items builds trust, however, avoid disclosing personal information which could damage people's respect for you.

**Tip 2:**

Be careful in the way you [give feedback](https://www.mindtools.com/pages/article/newTMM_98.htm). Some cultures have a very open and accepting approach to feedback, but others don't.You can cause incredible offense if you offer personal feedback to someone who's not used to it, so be sensitive, and start gradually.

**Tip 3:**

If someone is interested in learning more about you, they can reciprocate by disclosing information in their hidden quadrant.