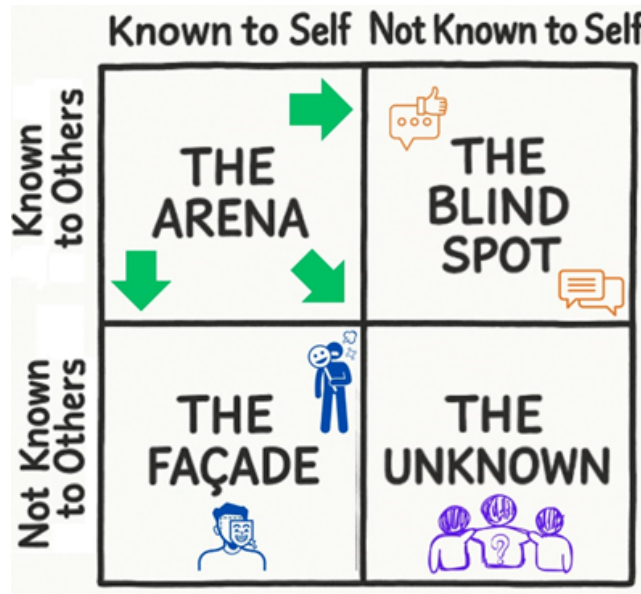


# A Team Conversation Prompt

(using The Johari Window)



**The Johari Window** is a management tool developed by psychologists Joseph Luft and Harrington Ingham, for improving self-awareness and communication. It describes four panes:

1. **The Arena:** Known to self, and others.
2. **The Blind Spot:** Unknown to self, but known to others.
3. **The Façade:** Known to self, but hidden from others.
4. **The Unknown:** Unknown to self, and others.

## Conversation Prompt

**The Johari Window** helps to deepen team understanding in the workplace, which also helps to improve psychological safety.

**This Conversation Prompt** sets a tone of shared growth with all members of a team. It:

- Expands **The Arena**, and invites feedback to reduce **any Blind Spots**,
- Models vulnerability, and psychological safety.

# A Team Conversation Prompt *(using The Johari Window)*

## At your next team meeting...

Say something along the lines of: “I’ve been reflecting on how I show up as a manager... and I’d really like to grow our team culture of openness and trust over the next little while. To do that, I’m going to start by sharing something about my approach to leadership that you might not know...”

## Then perhaps share...

- A learning moment that’s shaped your management style, or
- A personal value that guides your leadership decisions, or
- Something you’re working on improving (e.g., feedback, time management).

## Show The Johari Window to your team for discussion...

“As a team, let’s take a few minutes to consider our team’s cohesion”:

- What do we appreciate about each other’s communication styles?
- What are some things for us as a team to watch out for?
- What’s one way we might work even better together?
- Key Takeaways and Steps before our next session.

## Use This Prompt as a Lens to:

- Develop **The Arena** - share your strengths and build connections.
- Reduce **The Blind Spot** - ask others how you can improve - then act on this feedback.
- Minimise **The Façade** - open up and let others in on your challenges, ideas and plans.
- Prepare for **The Unknown** together – allowing space for progress.

## For more

At Edmonds Facilitation, we help managers and their cross-functional teams to simulate team collaboration. Bring your team together, unlock better performance, and create a culture where people thrive! To start your conversation today, visit [www.edmondsfacilitation.com.au](http://www.edmondsfacilitation.com.au).