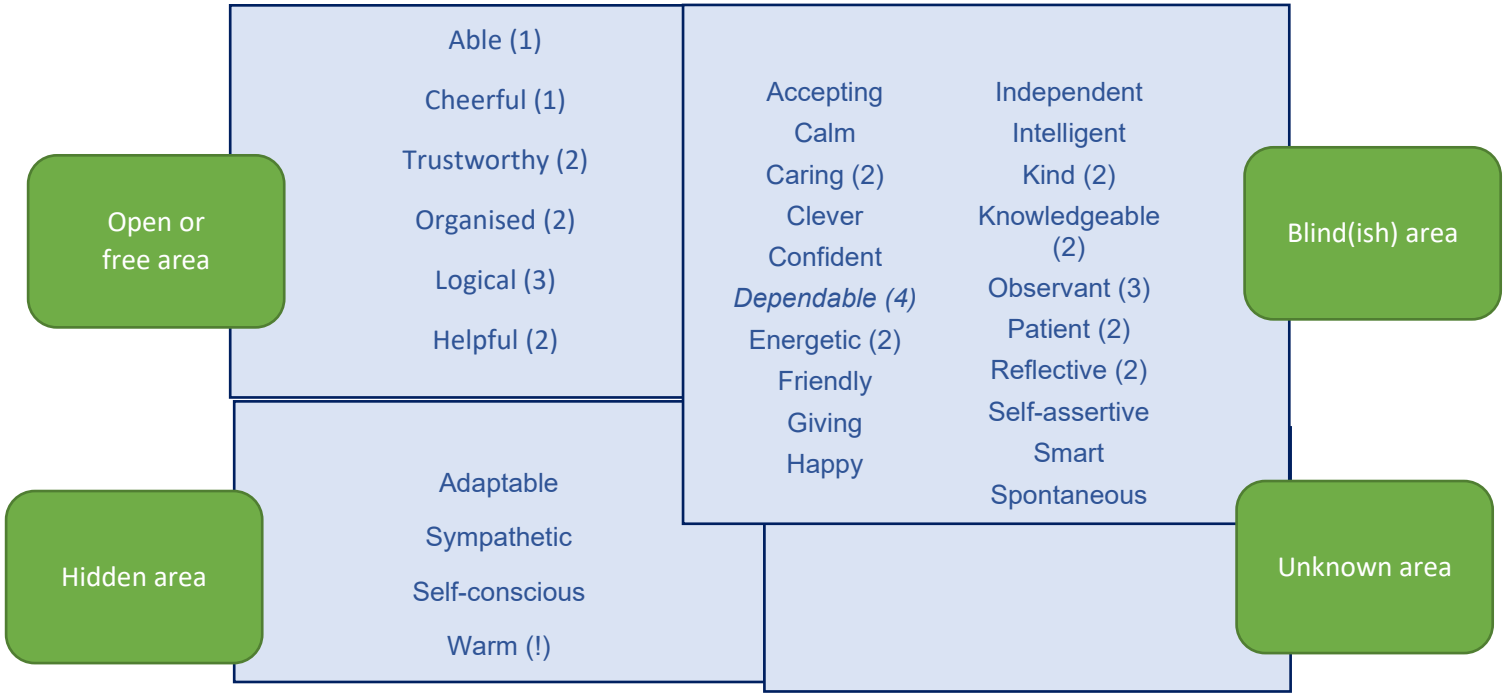
Johari Window

ANO – Another person's key descriptor words of me

My words	ANO #1 Worked together for less than a year	ANO #2 Worked closely together for less than a year	ANO #3 Worked together for 4 years	ANO #4 Worked together in various capacities for 4 years. Different team.	ANO #5 My brother, known each other for 46 years.	ANO 6# My partner, known each other for 25 years.	ANO #7 My direct report. Worked together for 2 years.
Able Adaptable Organised Sympathetic Trustworthy Warm --- Cheerful Helpful Logical Self-conscious Wise	Calm Caring Dependable Knowledgeable Observant Trustworthy	Kind Logical Organised Patient Reflective Trustworthy	Accepting Friendly Intelligent Knowledgeable Logical Smart	Able Dependable Logical Observant Organised Self-assertive	Clever Dependable Energetic Helpful Independent Kind	Cheerful Confident Energetic Giving Happy Spontaneous	Caring Dependable Helpful Observant Patient Reflective



Reflecting on this exercise, I can see that I am well thought of by my colleagues and family, and that people see me as I see myself.

Trustworthy was a word I gave myself and was given by two other people. I was given Dependable by 4 others, which is very similar. Therefore I think this might be my strongest and most obvious trait.

Organised and logical were also chosen by two colleagues and by me. I also noticed that clever, intelligent and knowledgeable were chosen by others, but were not words I chose for myself. Perhaps I should rethink how view my capabilities, although the related word I did choose for myself, ‘Able’, was also chosen by a colleague.

The two contributions from outside the team give a clear indication of being seen as energetic, positive and helpful.

The words that mean the most to me are ‘Kind’ and ‘Caring’, both of which came up twice.