Johari Window exercise

Instructions

For the person you are assessing, pick up to 5 skills you consider strengths, and up to 5 skills you consider growth areas. This list has been divided into soft and hard skills, but you can choose as many from each column as you like.

Colors

_____ Strengths

_____ Growth areas

Soft skills

- ❏ Assertiveness
- ❏ Being direct
- ❏ Bias to action
- ❏ Collaboration
- ❏ Communication
- ❏ Comfort with ambiguity
- ❏ Curiosity
- ❏ Empathy
- ❏ Energy management
- ❏ Flexibility
- ❏ Giving feedback
- ❏ Having difficult conversations
- ❏ Mentoring
- ❏ Negotiation
- ❏ Patience
- ❏ Receiving feedback
- ❏ Resilience
- ❏ Setting boundaries
- ❏ Team-building
- ❏ Time management

Hard skills

- ❏ Analytics
- ❏ Behavioral science and psychology
- ❏ Data visualizations
- ❏ Design operations
- ❏ Diagramming
- ❏ Facilitation
- ❏ Frameworks
- ❏ Front-end development
- ❏ Information architecture
- ❏ Interaction design
- ❏ Interviewing
- ❏ People management
- ❏ Project management
- ❏ Prototyping
- ❏ Product strategy
- ❏ Public speaking / presentations
- ❏ Research – qualitative
- ❏ Research – quantitative
- ❏ Service design
- ❏ Stakeholder management
- ❏ Storytelling
- ❏ Subject matter expertise
- ❏ Systems design
- ❏ Usability testing
- ❏ Visual design
- ❏ Writing