### Understanding the Self-Discovery Process

#### The Johari Window

<table>
<thead>
<tr>
<th>Known to Self</th>
<th>Unknown to Self</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Public Knowledge</strong> . .</td>
<td><strong>Feedback . .</strong></td>
</tr>
<tr>
<td>What We See and Hear</td>
<td>Your Gift to Me</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Known to Others</th>
<th>Unknown to Others</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Private . .</strong></td>
<td><strong>Unconscious . .</strong></td>
</tr>
<tr>
<td>Mine to Share</td>
<td>Not to Probe, but I Can Become More Aware and Choose to Share</td>
</tr>
</tbody>
</table>
Artisans

Now! Impulse

Trouble Shoot Tactics

Aesthetics

Action Variation

Spontaneity

What’s Next?

Impact

Skillful Performance

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Guardians

Duty
Service
Useful
Security
Stabilize
Conserve
Traditions
Logistics
Membership
Responsibility
Rationals

Knowledge
Understanding
Insight
Competence
Concepts
Ideas
Strategies
Logic
Design
Categorize
Why
Idealists

- Growth
- Integrity
- Ethics
- Authenticity
- Human Potential
- Meaning & Significance
- Empathic Relationships
- Catalyst
- Unity
- Becoming One’s True Self
Things In Common

IDEALISTS

GUARDIANS

RATIONALS

ARTISANS
The Johari Window and Temperament

Known to Self

Known to Others

Unknown to Self

Unknown to Others

Public Knowledge

Feedback

Private

Unconscious

BEHAVIORS

TALENTS

VALUES

NEEDS
The Temperament Matrix

ABSTRACT

CONCRETE

AFFILIATIVE

Idealist

Guardian

PRAGMATIC

Rational

Artisan
# The Temperament Matrix

<table>
<thead>
<tr>
<th>ABSTRACT</th>
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<tbody>
<tr>
<td>Directing</td>
<td>Informing</td>
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<tr>
<td><strong>AFFILIATIVE</strong></td>
<td><strong>PRAGMATIC</strong></td>
</tr>
<tr>
<td>Responder</td>
<td>Initiator</td>
</tr>
<tr>
<td>Idealist</td>
<td>Rational</td>
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