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From Uncertainty to Clarity:

A Personal Journey in Pharma Data Science using the Johari Window

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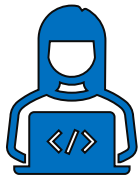
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Uncertainty in Pharma Analytics



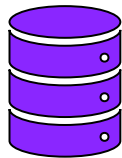
Am I skilled enough?



Where do I start?



Constant time pressure



Too much data to manage



Am I confident



What a chaos...



Did I choose right path?



Quality Vs Speed



Is it okay to ask questions?



Too many expectations

Introduction & Motivation

- ❖ **Uncertainty** is common at the career shift due to evolving technologies, complex data, and changing project needs.
- ❖ Navigating these challenges requires **self-awareness**, openness to feedback, and understanding one's **strengths** and blind spots.
- ❖ The **Johari Window** helps turn ambiguity into clarity, enhancing collaboration, learning, and professional growth.



JOHARI WINDOW

Johari Window - A model for self- awareness, personal development, group development and understanding relationship.

Founders: Joseph Luft and Harry Ingham

Year: 1955

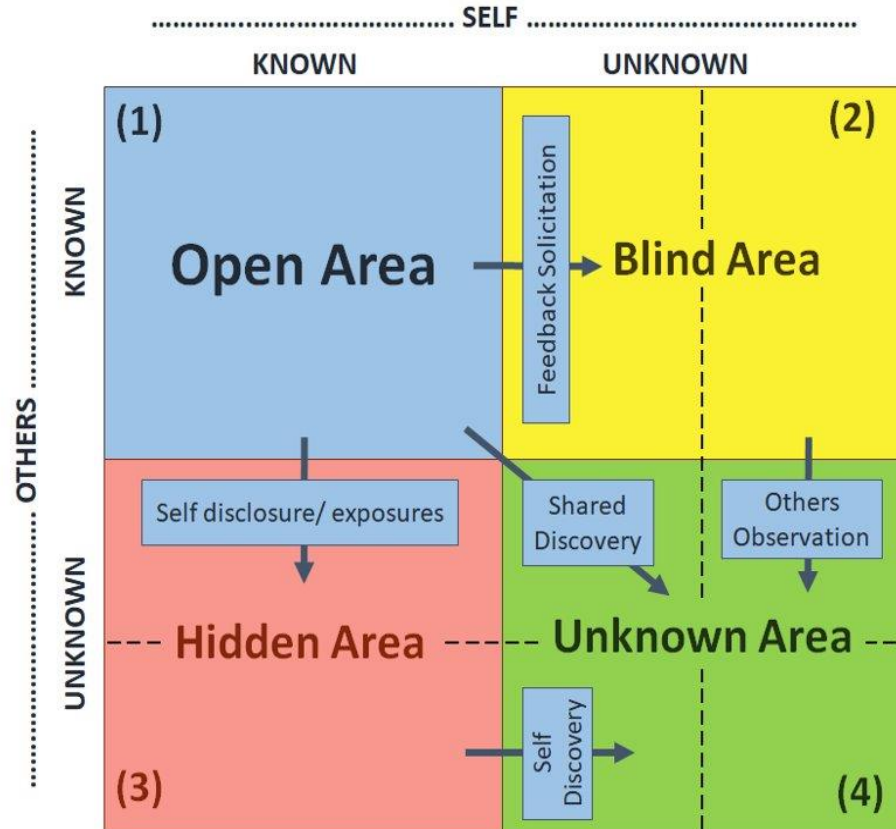
Place: University of California Los Angeles.

Purpose: Researching Group Dynamics



JOHARI WINDOW Perspectives

- ❖ OPEN AREA
- ❖ BLIND AREA
- ❖ HIDDEN AREA
- ❖ UNKNOWN AREA



JOHARI WINDOW - OPEN AREA

Open area, open self, free area, free self, or 'the arena'

- known to yourself and others
- Represents clarity, confidence, and honest self-expression.

Why It Matters ?

- Increases personal **effectiveness**
- Enhances **clarity** about your behaviors and emotions
- Reduces Self-doubt and Inner conflict

How to Develop the Open Area ?

- Recognize strengths & limitations
- Seek meaningful feedback
- Reflect on thoughts, actions & emotional triggers

Known to Self Not Known Self

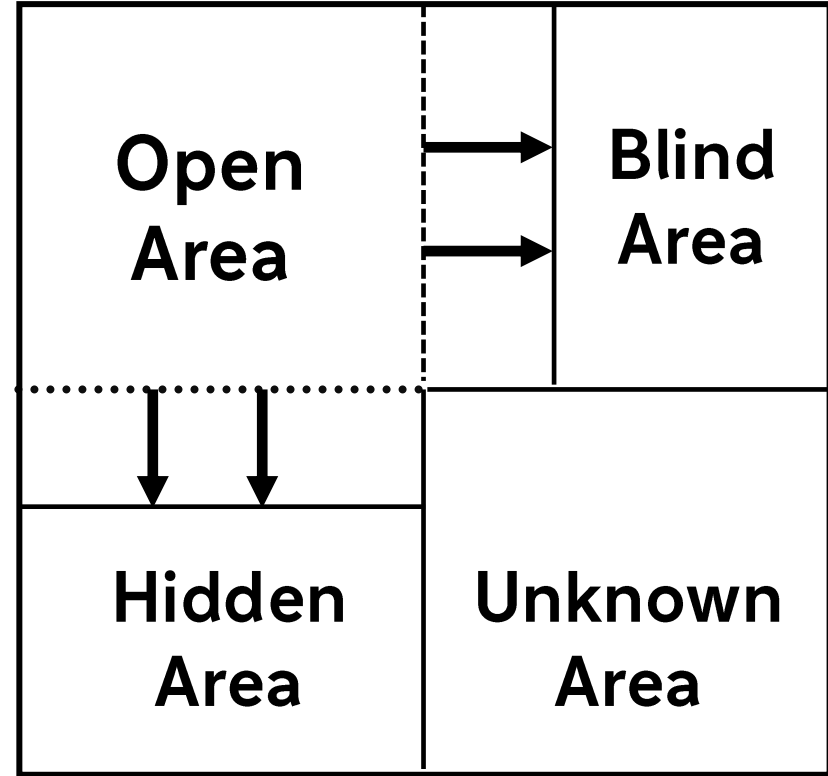
OPEN AREA	BLIND AREA
HIDDEN AREA	UNKNOWN AREA

JOHARI WINDOW - OPEN AREA

By expanding open area, trust was strengthened and the blind and hidden areas were reduced and leading to clearer understanding and stronger alignment.

Benefits of a Larger Open Area

- ✓ Stronger self-awareness
- ✓ Better decision-making
- ✓ Greater confidence
- ✓ Improved emotional clarity



JOHARI WINDOW - BLIND AREA

'Blind self' or 'blind area' or 'blind spot' - Aspects of you that are visible to others but hidden from your own awareness.

Why it matters?

- Affects how others see you
- Can lead to misunderstandings
- May cause teamwork issues
- Stops you from improving hidden behaviors

How to Reduce Blind Area ?

- Seek **honest feedback** from trusted people
- Notice repeated patterns mentioned by others
- Reflect on your actions and emotional triggers

Ask yourself:

- *What am I not seeing?*
- *How did my behavior impact others?*

Known to Self Not Known Self

Known to Self	Not Known Self
OPEN AREA	BLIND AREA
HIDDEN AREA	UNKNOWN AREA

JOHARI WINDOW - HIDDEN AREA



Hidden Area- Information, feelings, thoughts, and experiences known to the individual but intentionally withheld from others. This includes personal sensitivities, fears or insecurities, undisclosed motives or intentions, private emotions, and past experiences or confidential matters.

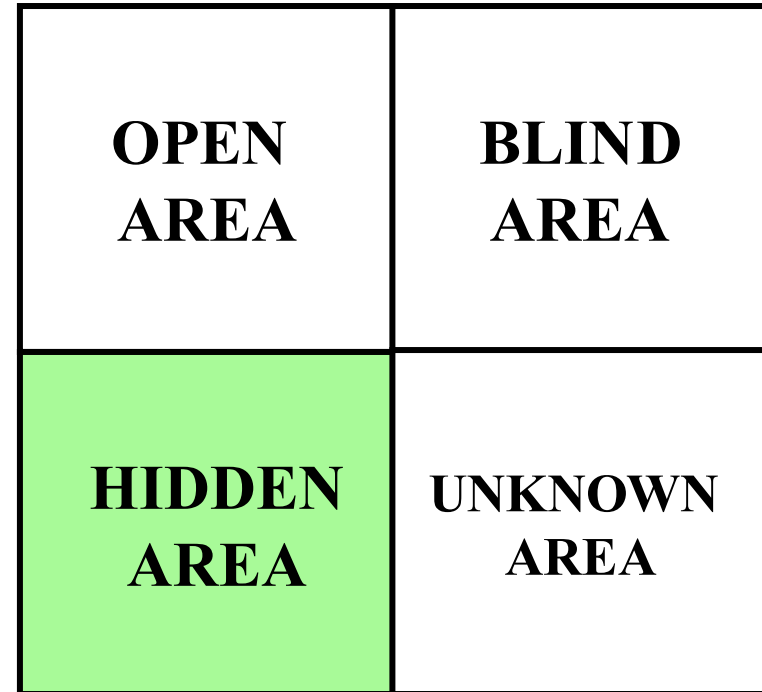
Known to Self Not Known Self

Why it matters?

- Builds stronger connections
- Supports emotional well-being
- Expands the open area and increases self-awareness

How to Develop Hidden Area?

- Share a little more when needed
- Say what you need clearly
- Open slowly with trusted people
- Speak up when something bothers you
- Be honest in safe situations
- Notice what you hide and share when it helps



JOHARI WINDOW – UNKNOWN AREA

Unknown Area – Aspects of you that are not known to yourself or to others (hidden potentials, suppressed feelings, untapped abilities or unresolved issues).

Why it matters?

- Discover hidden strengths
- Personal and professional growth
- Improves self-awareness over time

How to Develop Unknown Area?

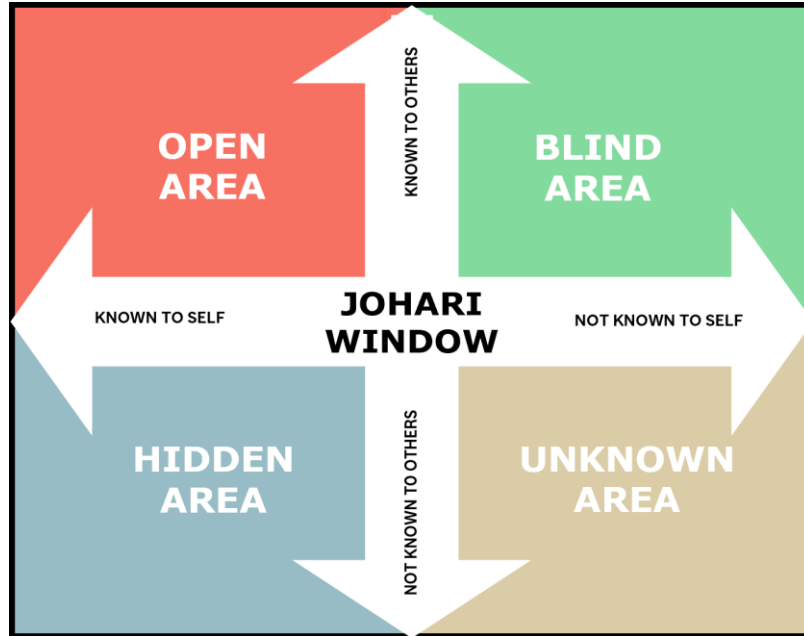
- Try new tasks or experiences
- Ask for feedback to learn things you didn't notice
- Pay attention to strengths you discover over time
- Be open to learning and self-exploration
- Notice situations that reveal new abilities or behaviors

Known to Self Not Known Self

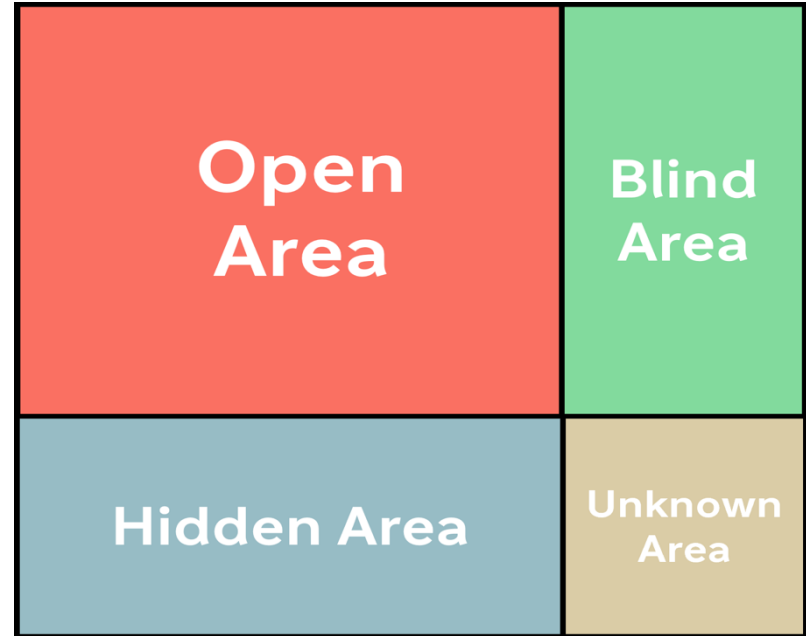
Known to Self	Not Known Self
OPEN AREA	BLIND AREA
HIDDEN AREA	UNKNOWN AREA

Before and After : Key Changes

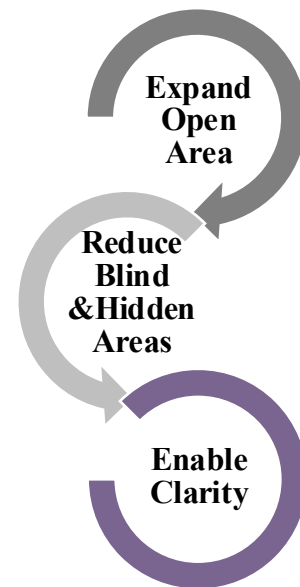
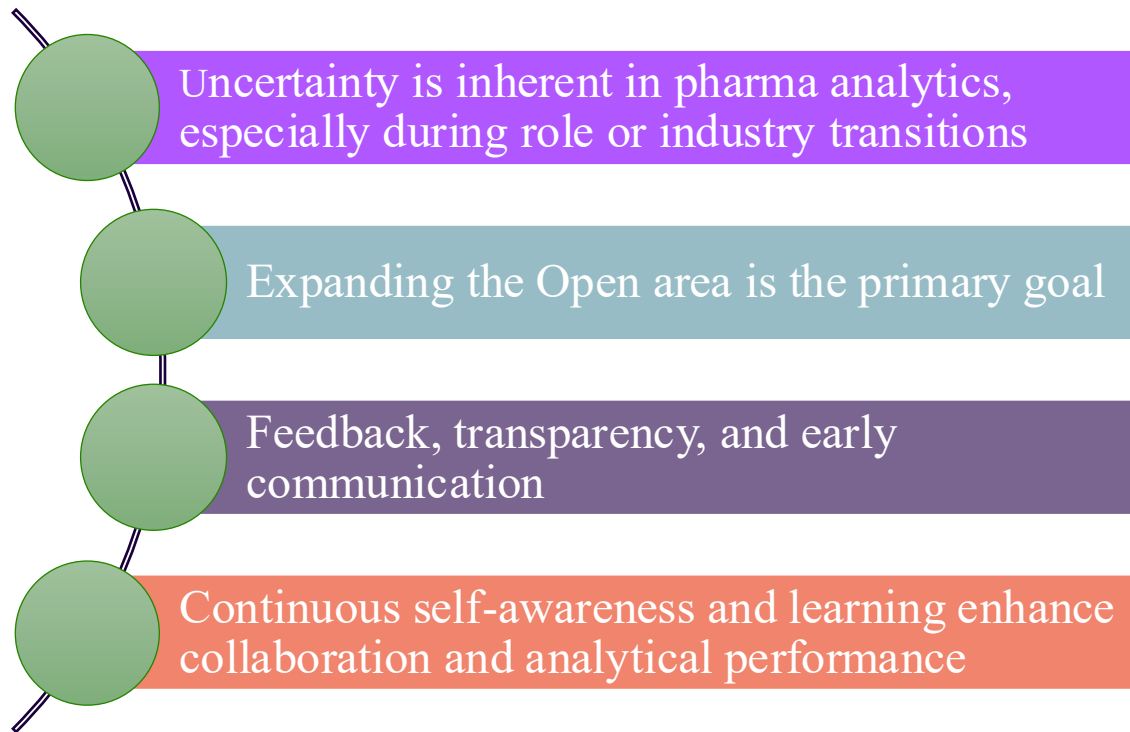
BEFORE – JoHari Window



AFTER – JoHari Window



Key Takeaways & Conclusion



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**Thank
You**

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