



## Basketball Australia Community Coach Reflection

This exercise is designed to go hand in hand with the [How you improve | Australian Sports Commission \(ausport.gov.au\)](https://www.ausport.gov.au) masterclass. This masterclass guides coaches on how to use reflection to continually improve and become a more effective coach.

### What you will learn

- Gain skills in how to plan and complete your reflections.
- Recognise why reflection is important in the development of your participants.
- Recognise the impact effective reflection can have on your coaching development.

Following that please find below a simple exercise you can undertake to give you a visual reference for examining your personality and improving understanding between yourself and your engaged stakeholders (players, coaches, parents)

The Johari Window is a powerful thinking tool that can be beneficial for basketball coaches in promoting self-reflection and improving their coaching effectiveness. Developed by psychologists Joseph Luft and Harrington Ingham, the Johari Window is a model that helps individuals understand their self-awareness and interpersonal relationships.

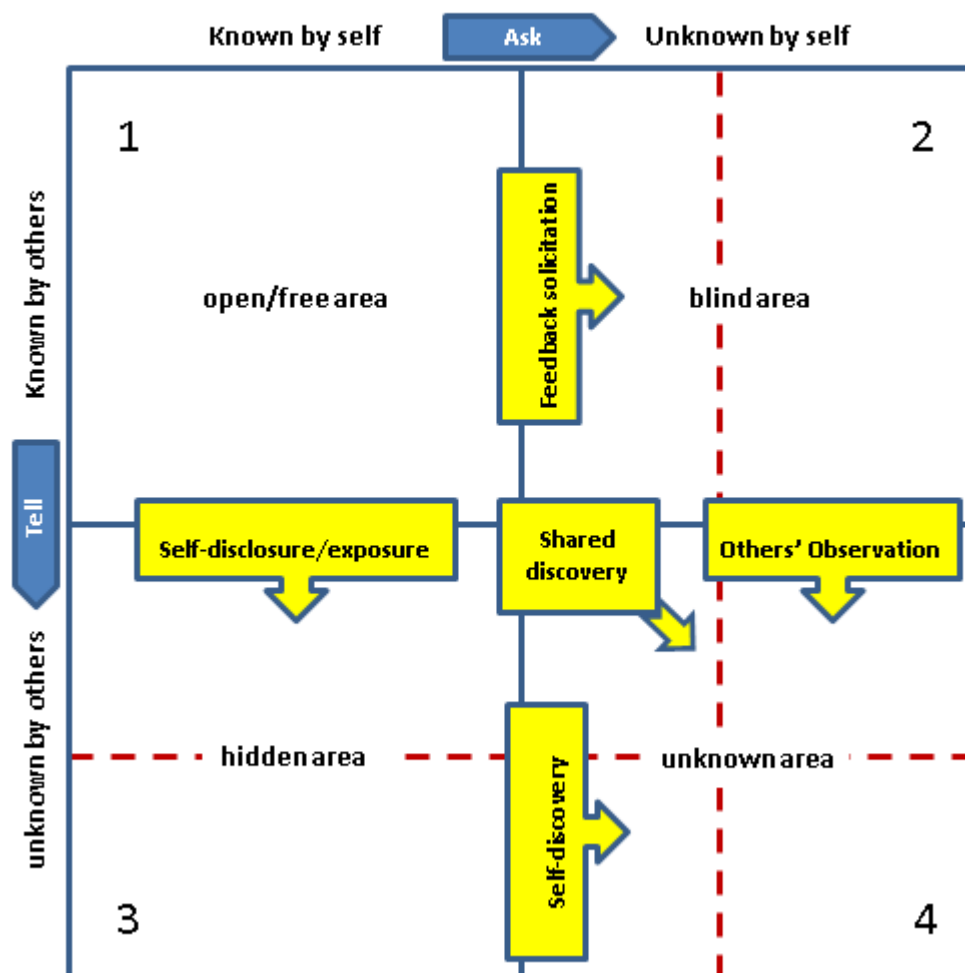
The Johari Window consists of a four-quadrant grid, representing different aspects of an individual's personality and behavior:

1. **Open Area:** This quadrant represents the aspects of the coach's knowledge, skills, and behavior that are known to both themselves and others. It includes their strengths, coaching expertise, and effective strategies. By actively sharing and utilizing their open area, coaches can foster trust, collaboration, and positive relationships with players and staff.
2. **Blind Spot:** The blind spot quadrant encompasses the aspects of the coach's behavior that are unknown to them but are evident to others. It represents the coach's unrecognized weaknesses, biases, or ineffective coaching methods. By seeking feedback from players, assistant coaches, and observers, coaches can uncover blind spots, gain new insights, and work on areas for improvement.
3. **Hidden Area:** The hidden area comprises the aspects of the coach's knowledge, skills, and experiences that are known to them but kept hidden from others. It may include personal goals, aspirations, or coaching strategies the coach has yet to reveal. Sharing information from the hidden area can help coaches build stronger relationships, foster open communication, and align their goals with the team's objectives.
4. **Unknown Area:** The unknown area represents the aspects of the coach's personality, behavior, or coaching abilities that are unknown to both themselves and others. It includes untapped potential, undiscovered talents, or hidden strengths. Through continuous self-reflection, experimentation, and learning, coaches can expand their unknown area, uncover hidden abilities, and maximize their coaching effectiveness.



The Johari Window encourages basketball coaches to engage in self-reflection, seek feedback, and actively communicate with their team to create a positive and productive coaching environment. By increasing their self-awareness and understanding the impact of their behavior on others, coaches can enhance their coaching techniques, develop stronger relationships with players, and foster a more cohesive team dynamic.

## Johari Window model





**Step 1 :** Identify which of the following words best identify you in your coaching environment.

Able	Accepting	Adaptable	Confident
Cheerful	Clever	Complex	Happy
Extroverted	Friendly	Giving	Kind
Ingenious	Intelligent	Introverted	Observant
Mature	Modest	Nervous	Relaxed
Proud	Quiet	Reflective	Sentimental
Self Assertive	Self Conscious	Sensible	Warm
Sympathetic	Tense	Trustworthy	Bold
Brave	Calm	Caring	Witty
Dependable	Dignified	Energetic	Wise
Helpful	Idealistic	Independent	Spontaneous
Knowledgeable	Logical	Loving	Silly
Organized	Patient	Powerful	Shy
Religious	Responsive	Searching	

**Step 2 :** Ask someone else or multiple people to choose the words they think best identify you.

**Step 3 :** In the open/free area write the words that were chosen by both yourself and the other people.

**Step 4 :** In the hidden area write the words that were chosen only by you

**Step 5 :** In the blind area write the words that were only chosen by your colleague

**Step 6 :** In the unknown area write those not chosen by either party that prompt you to consider an area you would like to work on.

**Reviewing your visual reference now complete.**

- The more you share your thoughts, feelings and opinions, the more your open area expands vertically and shrinks your hidden area.
- To reduce the size of your blind area, improve your self awareness by seeking and accepting feedback.
- If the size of your unknown area is a problem, look for a way to break out your comfort zone.

Feedback and disclosure can only flourish and enable people to expand their open areas, in an environment with high levels of trust and a culture of honest, constructive criticism. From the outset ensure the parameters are set that any feedback is presented in a constructive and sensitive manner.