

## Johari Glossary of Terms

The General Board of Higher Education and Ministry (GBHEM) has partnered with Explorance Inc. to offer GBHEM's Effective Ministry 360 (EM360) through the Blue© 360 feedback platform.

Decades of research identified a compelling list of forty-six (46) ministry dimensions. These dimensions are grouped into four (4) areas: Knowledge, Skills, Abilities, and Personal Characteristics (KSAPs). While every profession has a list of dimensions that influence effectiveness in their leadership, these specific dimensions have been correlated with strong ministerial leadership.

Your personalized EM360 report delivers your feedback through a series of bar graphs and a format known as the Johari window. The bar graphs indicate the perception of your work in each area's dimension as seen by you and your contributors.

The Johari window model highlights feedback in four quadrants to provide a comprehensive view of the feedback received, enabling you to discover your:

1. **Aligned Strengths** – This feedback area reveals your view of your knowledge and skills and where your strengths mirror the perceptions of your District Superintendent and additional contributors.
2. **Hidden Strengths** – This area highlights where you have rated your knowledge and skills lower than others have rated you. You will discover the Knowledge and Skill strengths you demonstrate to others that you may not perceive as strengths.
3. **Blind Spots** – By seeking feedback through others, you may uncover differences between your perception of your Knowledge and Skill strengths and how others perceive them. Blind Spots result when you may have overestimated your skills and knowledge compared to how others perceive you in these dimensions. The Blind Spots discovered in EM360 offer actionable insights for growth and development.
4. **Aligned Growth Opportunities** – This area highlights those areas you realize you need to improve, and your District Superintendent and the other contributors agree. It represents an opportunity to collaborate with others in your ministry to best leverage everyone's unique talent and strengths.