



'O kekahi Material

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'O kekahi is about people. 'O kekahi is about the "one" and "another". 'O kekahi is about serving people. 'O kekahi is about serving and loving people out of living in the Kingdom of God. 'O kekahi is about relating to and moving towards others out of our relationship with God, because He first related and moved towards us.

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I. Key concepts from the **Full Gospel**

Understanding the Full Gospel is vital to having both the framework and context for understanding the heart behind 'O kekahi and its intent for us to grow towards service and love for others.

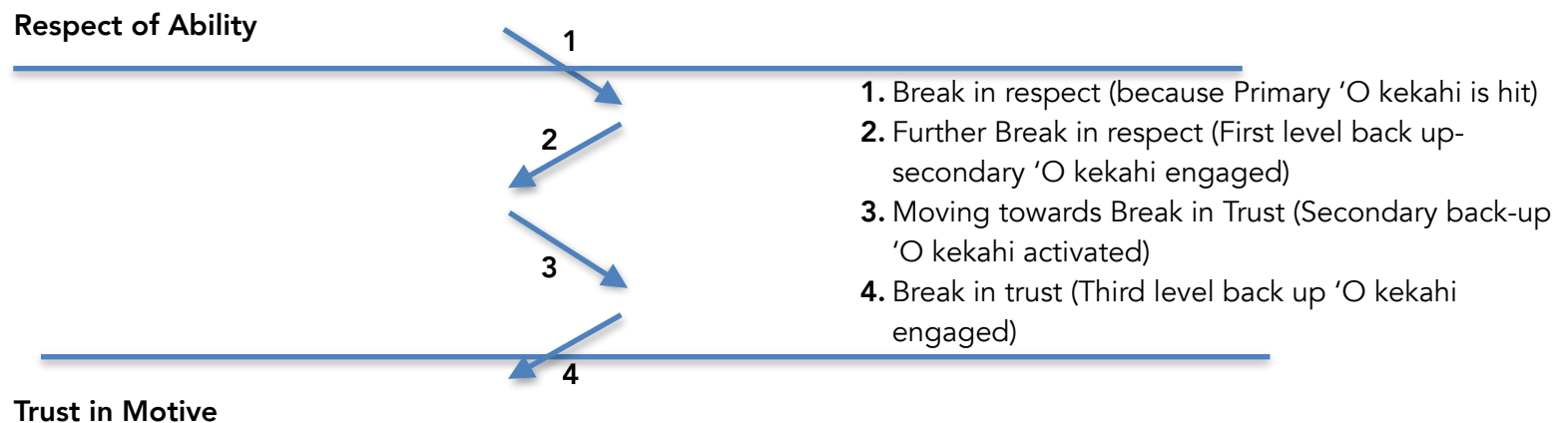
God is a Relationship	God the Father, God the Son, and God the Holy Spirit are ONE God in His nature, a Relationship	Intellect = Initiation = Father Emotion = Agreement = Son Will = Fulfillment = Holy Spirit I + E = W	God, in His Relationship nature, lives in humble service and love Resemblance + relationship = authentic authority
We were designed in God's image; we were made for relationship	God made man and woman in His own image	All of us have an Intellect, Emotion, and Will that connects to God	We were designed to relate to one another in the same humble service and love
Our design is malfunctioned because we believed in Satan's lie	Satan is the Liar; he wants to be God and set his own kingdom	We believe Satan's lie to DISAGREE with God and now our image is distorted	Intellect = Pride Emotion = Selfishness Will = Rebellion
Kingdom of God vs. Kingdom of Darkness	Satan establishes his Kingdom of Darkness (sickness/kingdom of me) and we lose sight of the Kingdom of Us	Health vs Sickness Judged as valuable vs judged by performance and what we do	Humble service vs performance for acceptance
God broke His own Relationship to bring us back to relationship	God the Son, Jesus, came to restore our value and dignity: God values who you are and not what you do	Jesus came to restore healthy order to the whole world by sacrificing Himself to connect us back to God	Through Jesus, we're already accepted (no performance); we live in freedom (no rejection through shame)
Living in Kingdom of God - Living within God's form of Government	We're able to connect directly to God through our intellect, emotion and will	We love others in healthy because we are connected to God	Connecting with God and others in unity releases God's authentic authority to advance His Kingdom

II. Path to Maturity from *Inside-Out* Transformation:

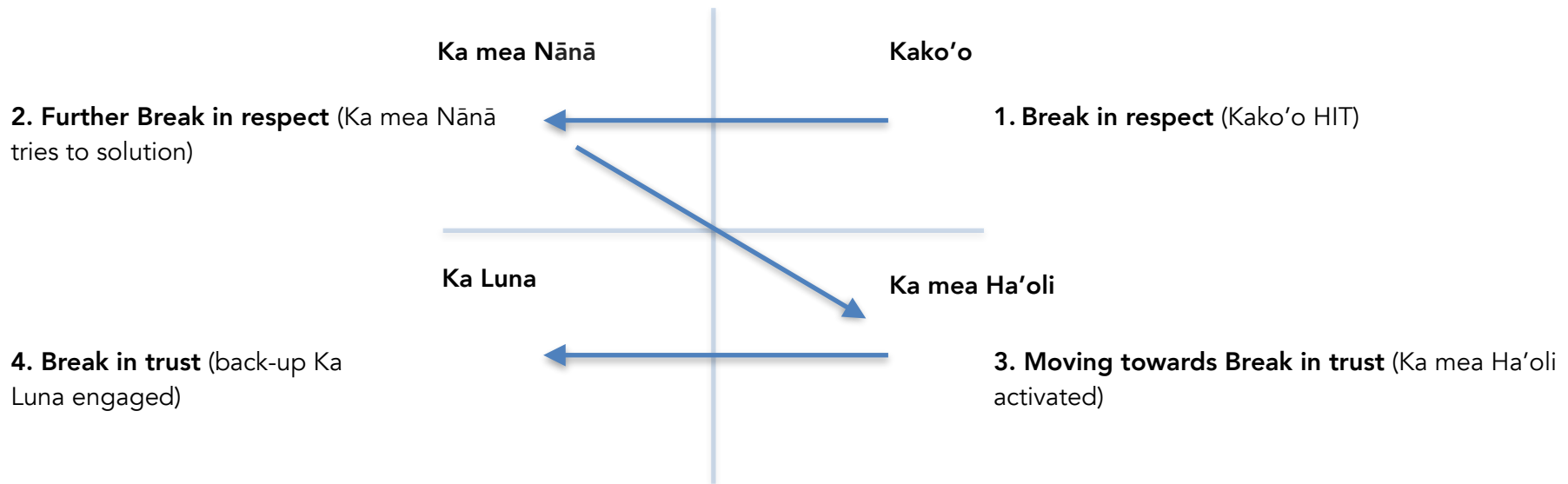
Watcher	Believer	Follower	Servant	Friend
<i>trusts</i>	<i>trusts</i>	<i>trusts</i>	<i>serves</i>	<i>loves</i>
Self	God	Leader	Others	Everybody
(Pursuing: person, cause/ role, or community)		(Who trusts God)		

Understanding the Path to Maturity model helps us gain insight as to why people sometimes relate to others in a way that doesn't seem to align itself with the Kingdom of God. It helps us to have patience with and compassion for one another, as we keep in mind that we are all on a journey towards maturity, where we all once trusted ourselves only, pursuing and being driven by our own agendas and goals, and now, because we are maturing and trusting in God, we're heading towards a path to serve and love others.

The Path to Maturity model also reminds us that trust and broken trust are key elements to why people begin to relate to others in health or in sickness. Oftentimes, in their immaturity, broken trust begins with a break in respect for another person regarding their ability. Their ability to listen, communicate, execute, deliver, show compassion, etc. In many of these cases, it usually deals with miscommunication or not seeing eye to eye on something because of different 'O kekahi temperaments. ***But, when this is not addressed, it begins a process towards broken relationship*** because it moves towards a break in trusting the other person's motives.



At a glance, if we were to take a Kako'o — Ka mea Nānā temperament (K-N) experiencing a break in relationship, the process from steps 1 - 4 as described above would result as the following:



Let's say our K-N is Jill, and Jill first experiences a break in respect for John because he said something in a meeting that sounded like a personal attack to her, and she begins to question John's abilities to effectively communicate. As she chooses to NOT address this situation because of her fear of confrontation, Jill most likely "vents" and gossips with her friends about John and his inabilities. As the relationship continues and Jill consistently experiences personal offense from John at meetings, she reverts to her secondary, Ka mea Nānā (N) temperament, and tries to solution her problem by criticizing John and confirming data against his points. If relationship persists like this, then Jill will most likely move towards not trusting John's motives towards her and in general, and she'll begin to cut off her relationship with John by leaning into her non-innate back-up 'O kekahi temperaments and begin to first rage then become short and dictatorial with John.

III. 'O kekahi temperaments at a glance

If the Kingdom of God is living in humble service towards one another, then the kingdom of darkness will do the very opposite and isolate us from one another, and more often than not, it results from a disagreement or not addressing a fear. 'O kekahi helps us see the progression from the point of fear leading to sickness and stepping into the Kingdom of Darkness in our relationships.

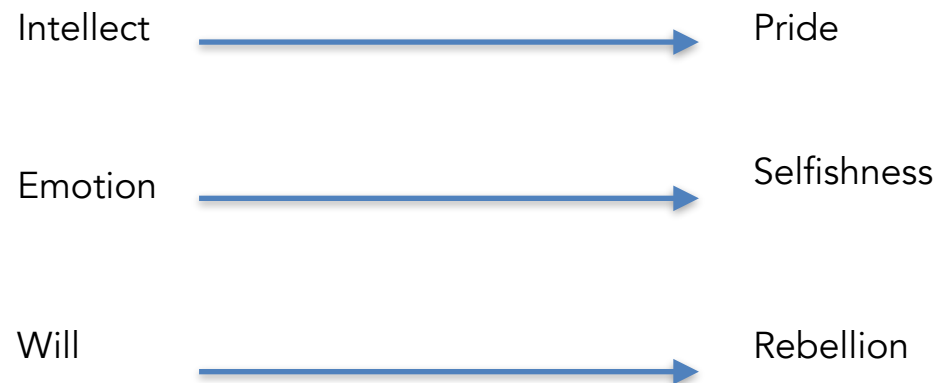
L: Ka Luna ("the one who oversees and commands")

N: Ka mea Nānā ("the one who sees and observes")

K: Kako'o ("the one who supports and connects")

H: Ka mea ha'oli ("the one who is joyful and inspires")

For each temperament, there is a level of progression of sickness that affects a person in the following way as they move toward the Kingdom of Darkness that will ultimately break relationship.



Pride + Selfishness = Rebellion

"I have my own agenda and my own way of doing it!"

O kekahi temperaments at a glance		
Ka mea Nānā		Kako'o
Goal: Accuracy Emotional Need: Calm Fear of: being Wrong Choices when faced with fear: <ul style="list-style-type: none"> + Research to correct yourself and help the relationship - Retreat into confirming your own data 		Goal: Unity Emotional Need: Safe Fear of: Confrontation Choices when faced with fear: <ul style="list-style-type: none"> + Relate to other(s) to help the relationship - Resign to avoid confrontation → either depression and/or co-dependency
Unhealthy progression: Intellect: Criticize Pride Emotion: Gather data Selfishness Will: Retreat (as above) Rebellion		Unhealthy progression Intellect: Gossip Pride Emotion: Fantasy Selfishness Will: Resign (as above) Rebellion
Ka Luna		Ka mea Ha'oli
Goal: Arrive Emotional Need: Win Fear of: Losing Choices when faced with fear: <ul style="list-style-type: none"> + Direct in order to help the relationship - Dictate (take away choice) 		Goal: Accepted Emotional Need: Happy Fear of: Rejection Choices when faced with fear: <ul style="list-style-type: none"> + Encourage/Motivate to help the relationship - Rage (emotional dictatorship)
Unhealthy progression: Intellect: Dictate (as above) Pride Emotion: Workaholic Selfishness Will: Personal Perfection (or perfect control of something without need of others) Rebellion		Unhealthy progression: Intellect: Rage (as above) Pride Emotion: Addictions Selfishness Will: Constant activity Rebellion

IV. Connecting to God

The only cure for the sickness and broken relationships that come with living in the Kingdom of Darkness is to personally connect with God. Engaging with the Father, Jesus, and the Holy Spirit transforms us to step into the Kingdom of God, and so, serve and love others. Where there was once pride in our intellect, connecting to God helps us to possess a humility that asks God what He thinks about a relationship or situation. Where there was once selfishness in our emotion, connecting to God transforms us to trust Him for the very things we need. Where there was once rebellion in our will, connecting to God allows us to fully serve others without a personal agenda.

Pride	Intellect (Initiation)		Humility
Selfishness	Emotion (Agreement)	Connection to God	Trust
Rebellion	Will (Fulfillment)		Serve (without agenda)

Response:	Selfishness by trusting yourself	Trust by connecting to God
L: Ka Luna	Dictate to avoid losing	Faith
N: Ka mea Nānā	Criticize to avoid being wrong	Peace
K: Kako'o	Gossip to avoid confrontation	Pure Love
H: Ka mea Ha'oli	Rage to avoid rejection	Joy

V. Stepping into the Kingdom of God

By connecting to God and stepping into His Kingdom, our 'O kekahi temperaments will begin to be transformed back into the image of God's own nature, even in the face of conflict, as we serve and love one another.

Ka Luna	You feel like it's a waste of time and just easier to do it yourself and go about doing it → stop and think about the people and ask God how he thinks about this and for faith that His work will be done in His timing and His way, and then regroup with the team to hear how they've processed the situation and begin to direct with gentleness and kindness to serve them.
Ka mea Nānā	You feel like you didn't have an opportunity to speak or process, so you send a detailed email righting all the wrongs/inaccuracies → stop and think about the people and ask God how he thinks about this and for peace that He is in absolute control and He has no error in Him, and then regroup FACE TO FACE, not in writing, address your concerns with humility, and listen to the other person(s).
Kako'o	You feel like you didn't get to voice your concerns and the situation doesn't feel right to you, so you begin to want to "vent" it to others and have them agree with your point → stop and think about the people and ask God how he feels about this and for unity/perfect love that His heart is for everyone to know Him and be a part of His family, and then go directly to the person(s) involved and process with them, being honest about your feelings/ fears today.
Ka mea Ha'oli	You feel like it's exhausting and/or boring and it's better to not be idle but DO something → stop and think about the people and ask God how he feels about this and for joy that's apart from any circumstance and that His heart is for everyone to experience His encouragement and His acceptance, and then regroup, share about your feeling of idleness or exhaustion, and encourage the person(s).

VI. 'O kekahi Shifts: a sampling of practical ways for temperaments to shift to one another

When equipped with 'O kekahi with the foundational understanding that its intent is to serve and love others, the following are practical situations and examples of how each 'O kekahi temperament can shift to someone of a varying temperament.

[**L:** Ka Luna, **N:** Ka mea Nānā; **K:** Kako'o; **H:** Ka mea Ha'oli]

Shifts to →	L (ARRIVE: win → faith)	N (ACCURACY: calm → peace)	K (UNITY: safe → love)	H (ACCEPTED: happy → joy)
L: when seeking input from others to make a decision	<ul style="list-style-type: none"> - Provide big picture lay of the land - What's the Win for you? - If the wins are at odds, ask, "What do you see as the end, and what are the key things that need to happen to get there?" 	<ul style="list-style-type: none"> - Provide the big picture WRITTEN OUT broken into mini-pieces and ask: <ul style="list-style-type: none"> - "What do you think is the best decision; or what do you think is the most important thing and why?" and give time to write it out - ideally 15 minutes in the moment or at minimum 1 week's notice with any or all questions - Does this feel "Right/Correct" to you? 	<ul style="list-style-type: none"> - Provide the big picture broken into who the key players are, whom the key players will affect, and what are possible opportunities and threats to the group? - Clearly assure them that no decision has been made yet - "How do you feel these persons are doing?" - Does this feel "Safe" to you? 	<ul style="list-style-type: none"> - Provide big picture lay of the land with key players - What would make this a WOW factor? - What would draw people into this? - Does this feel like it'll be worth it/exciting to do? - Are there people we're not thinking about, and how would they feel about this decision? What would make these people feel more safe/loved?

<p>N: when leading a meeting</p>	<ul style="list-style-type: none"> - Prepare ahead of time in writing and provide a big picture agenda and the goal(s) for the meeting with clear times for FULL attention or multi-tasking - Remind the team what the WIN for the meeting is (i.e. everyone arriving on the same page at the end, creating as many ideas as possible for a solution, listening and responding to stories about what God's doing, etc) - If it's predicted that you're at different goals, discuss the goal with the person ahead of the meeting, and if submitted, come up with a signal to let them know in the meeting if they're running too fast; if not submitted, ask if maybe the wisest decision is to not come excuse him/herself from this meeting 	<ul style="list-style-type: none"> - Prepare ahead of time in writing and provide agenda, situations, questions at hand, etc. at minimum ONE WEEK prior to meeting - Pray before meeting to ask God for not only His peace, but also what He sees as the Right thing to accomplish - If brainstorming, group discussing, etc., give at least 10-15 min for personal thinking time (if questions weren't given ahead of time) - Give time and f/u after that time to debrief any questions so that they have all the information to move forward 	<ul style="list-style-type: none"> - Prepare ahead of time in writing and provide agenda, situations, questions at hand - Ask them to prepare a question to lead and set the stage for relationship, vulnerability, or family feel - Ask throughout the meeting, "How are we feeling about this?" and give them time to write it out (5 min) 	<ul style="list-style-type: none"> - Prepare ahead of time in writing and provide a big picture agenda - Ask them to prepare an activity for break or at the end of meeting to encourage or bring joy to the group - Be ready to be flexible with your agenda and don't run the meeting without any space for possible change - Be prepared to clearly state next steps and space for people to jump in to help/ lead delegated tasks
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K: when leading a team	<ul style="list-style-type: none"> - as above for running meetings - do frequent touch points with them to see different vantage points - if submitted partnership, delegate "doing/directing" tasks so that you can do what you're best at - shepherding the whole team - remember that not being able to "facilitate" a meeting is not the only mark of leadership 	<ul style="list-style-type: none"> - as above for running meetings - ask for feedback through written out questions once/month - specifically for how tasks are being done and systems are in place - if submitted partnership, delegate setting up systems, meeting minutes and follow up tasks, so that you can do what you're best at - shepherding the whole team 	<ul style="list-style-type: none"> - as above for running meetings - do frequent touch points with them to see different vantage points to know that sometimes we don't always sense the right pulse of the group, see how they're personally doing, asking how they see the whole group doing, and mini-honesty points to stave off temptation to gossip - if submitted partnership, delegate shepherding smaller groups of people to do frequent touch points 	<ul style="list-style-type: none"> - as above for running meetings - if submitted partnership, delegate rallying team and "day-of" tasks so that you can do what you're best at - shepherding the whole team
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<p>H: when planning an event or action item</p>	<ul style="list-style-type: none"> - as above for running meetings - brainstorm with them ways that will help make the event not "one person-based" (i.e. how to set it so that in the future or even now, people can easily jump on board, what vision/ goal people need to be driven towards, etc) 	<ul style="list-style-type: none"> - as above for running meetings - delegate out support systems that will help make the event not "one person-based" (see C ← including scheduling) 	<ul style="list-style-type: none"> - as above for running meetings - Set them in areas where there's opportunity for 1:1 touch-points with people - either in the group or in the event (phone calls, f/u with people, greeting, etc) - Give them PRIVATE 1:1 space and time to debrief 	<ul style="list-style-type: none"> - as above for running meetings - if what is "Fun" is at odds, ask beforehand "What do you see as the goal, and what are the key things that need to happen to get there?" - Give them clear opportunities to rally the group with you, encourage them, and lead "day-of" tasks
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