

# THE OHANA WAY 1

## Scot Conway, Ph.D., J.D.

**OmFiH:** \_\_\_\_\_

Ohana means Family in Hawaii

“Ohana means family, and family means no one gets left behind... or forgotten.” (*Lilo and Stich*, 2002). Ohana is a Hawaiian word that means family.

**OiMtB&M:** \_\_\_\_\_

Ohana is More than Blood and Marriage

Ohana includes who you're related to by blood or marriage. Family also includes those bonded by affection and something in common. You find this concept all over: Good friends are often considered family. Sometimes people are considered family due to some other thing in common, and that can be enough.

**NOGLB:** \_\_\_\_\_

No One Gets Left Behind

Story: Teen In Hawaii. Ohana doesn't ditch Ohana. If there's a reason, Ohana can avoid Ohana, but should say why, and it should be behavior-based, not personal. Of course we can set boundaries and terms, but we don't ditch.

**ACSB:** \_\_\_\_\_

Anyone Can Stay Behind

No one is required to stay. Ohana is a connection, not a prison. People who choose not to stay are not required to stay. People who do not wish to abide by the terms are not required to stay and abide. They can go if they prefer.

**NOiF:** \_\_\_\_\_

No One is Forgotten

Sometimes people go. Because that's okay, it means people might leave and never come back. It also means that people might leave and show up later. When they come back, they are welcome back. The boundaries and terms might be different, but they are welcome in some way, shape, or form.

**O.H.A.N.A.:** \_\_\_\_\_

Oasis, Harmony, Assertiveness, Nobility, Aloha

**O-BaRR:** \_\_\_\_\_

OASIS – Be a Refreshing Refuge.

Being an Oasis and helping create an Ohana Oasis means I always make it better by being here. I help create a refuge from the usual, the annoying and the difficult.

**H-EIDiCAaG:** \_\_\_\_\_

HARMONY – Embrace Infinite Diversity in Infinite Combinations Aimed at Greatness.

Great music is made from melody and harmony. Many instruments, notes, and singers work together to make all sorts of different and amazing music. Harmony means we don't have to be alike to be together.

**A-MFoPwRfO:** \_\_\_\_\_

ASSERTIVENESS – Moving Forward on Purpose with Respect for Others.

We Live Life on Purpose. We live assertively, learn assertively and love assertively. We practice assertive listening, assertive relationships, assertive parenting, and assertiveness in any and all areas of life.

**N-BoH&BS:** \_\_\_\_\_

NOBILITY – Be our Highest and Best Selves.

The metaphor of the Royal Knight dives deep into our ideals of princeliness and princessliness in their highest and best forms. We pursue knightly chivalry and samurai bushido in service to high ideals.

**A-LiAIMM&M:** \_\_\_\_\_

ALOHA – Love in All Its Many Meanings and Manifestations.

Love is I want the best for you, I want to be the best for you, and I want you to have transcendent joy. Aloha also includes hello and goodbye in Hawaiian.

**Implementing Ohana with a Cooperative Team:**

**OQ-10t10:** \_\_\_\_\_

Ohana Quantifier, -10 to 10

**WAW?AaN:** \_\_\_\_\_

Where Are We? Assign a Number.

Quantifying quality is very individual. The number someone comes up with may vary based upon individual experiences, values, and expectations. It's okay if the numbers are different. If they are off by more than four or if there are outliers, it might be worth exploring why that might be. In groups that are pretty good to start, numbers between 5 and 6 are very common. Having room for improvement is important here.

**WDWWtB?** \_\_\_\_\_

Where Do We Want to Be?

People may reflexively say "10!" More realistically, most groups tend to land at an 8 or 9 as a target if they started between 5 and 6. A jump of more than four or five points is probably too much. You don't know what it will look like, yet. Take it in steps.

**WDWSW?GP:** \_\_\_\_\_

What Do We Start With? Group. Personal.

The group votes on something everyone in the group will work on. Every individual in the group works on that one thing. Each person selects one for themselves.

**FF:** \_\_\_\_\_

Feed Forward.

Give and ask for ideas to get better (not judgment on the past). Select something from those ideas or develop your own idea using the list as a prompt.

**WGMGD:** \_\_\_\_\_

What Gets Measured Gets Done

Check in on a reasonable schedule given what you're working on. When you get there, you can declare victory. If you choose to work on something else, repeat.

**YGF:** \_\_\_\_\_

You Go First

Whether you're implementing Ohana with a cooperative group or on your own, go first. Often, people want to have others go first. If you go first, the Law of Reciprocity is on your side. If you ask others to go first, you are more likely to face resistance.

**TIS:** \_\_\_\_\_

The Invisible Step

Start With the Definition. Then implement the definition. Always Be Ready to Give An Answer. Principle: Be the Example: Explain the Example you're being. Do this, and you have a good chance of implementing Ohana or any good system anywhere.

## THE OHANA WAY 2 Scot Conway, Ph.D., J.D.

**OASIS: BaRR:** \_\_\_\_\_  
Be a Refreshing Refuge.

Being an Oasis and helping create an Ohana Oasis means I always make it better by being here. I help create a refuge from the usual, the annoying and the difficult.

**MIBBYH:** \_\_\_\_\_  
Make It Better Because You're Here

**THaRBaR:** \_\_\_\_\_  
To Have a Refuge, Be a Refuge

**1:WWoND:** \_\_\_\_\_  
Win/Win or No Deal

People like to Win. "Win" is "I want to win, you're on your own." "Win/Lose" is "I win, you lose" and sometimes that I only know I'm the winner if someone else is a loser. "Lose/Lose" is "I have to make you lose, even if I lose." "Lose/Win" is the martyr syndrome.

"Win/Win" is making sure it's good for both sides – at least as far as possible. "Win/Win or No Deal" is "It will be Win/Win or we won't do it." It's a mentality that says I'm not willing to lose, AND I'm not willing to have you lose, either – and if we can't make it work so we both win – then we're not going to do it. When "No Deal" is not an option, then this mentality goes to as much "Win/Win" as possible.

**2:GtGwG:** \_\_\_\_\_  
Give to Givers Who Give

There are many forms of giving. Money and material things are only one obvious giving. Giving of one's time is a huge one since time is always a limited commodity for us all. Giving services, encouragement, or even just good company are all forms of giving. There are many ways to be helpful to others.

**GG&TT:** \_\_\_\_\_  
Givers Give and Takers Take

There is a semi-false dichotomy of Givers and Takers. Givers look for places to make a difference when they see a need. They want their presence to enhance the lives of other people. Takers are a net-drain on people. They want to receive without reciprocation. They ask, even demand, for that which they often do not deserve and for which they intend little or no value in return. They often have little hesitation to avail themselves of the sacrifice of others while making little or no sacrifice of their own. No one is all of one and none of the other.

Then there's an important distinction to make in between: Receivers. If someone Gives and you Receive, that's totally okay. Givers need Receivers. Givers typically don't like to have what they give outright rejected! The trick is to distinguish between a Receiver and a Taker.

**QSTOoYL:** \_\_\_\_\_  
Quietly Sift Takers Out of Your Life

The full quote is "Give to Givers who Give; Give to Takers only long enough to determine they are Takers, then quietly sift them out of your life." This might necessitate getting rid of a person completely. More likely, it just means adjusting your relationship with them so they are no longer in a position to Take. You stop Giving to Takers because you don't want to keep rewarding bad behavior.

### 3:BaSP;CaSP: \_\_\_\_\_

Be a Safe Person; Create a Safe Place

A few guidelines for being a Safe Person: If it's private, keep it private. No gossip ("he who will gossip to you about others will gossip to others about you"). No judging ("you are bad" or "there's something wrong with you"). No condemnation ("you are worthless"). No negative humor. The past is never a weapon (the past may be relevant to a current situation, but you have to be careful how you use it).

Creating a Safe Place just applies the Safe Person rules to a place. The group works on Safe Person rules from everyone for everyone. The world is innately unsafe. Our job is to give a place for our Ohana to go where they know they are safe.

### 4:R(MYO)C(TW)C: \_\_\_\_\_

Resolve (My, Your, Our), Concede (Trade Wins), Compromise

All relationships will eventually run into differences and issues. It's not question of whether there will be problems. It's a matter of how you come to them.

### RwOWT: \_\_\_\_\_

Resolve with Our Way Thinking

Seek the Higher Third Alternative. My Way and Your Way are raw materials we use to build a brand new, unique, even better Our Way. We look for ways for everyone to win. This is the ideal.

### CwMWOYWT: \_\_\_\_\_

Concede with My Way or Your Way Thinking

Some things do not fit well into a Resolve system. The next step is simply to Concede. You get your way sometimes, and I get my way sometimes. You choose the movie, and I choose the restaurant. The trick is to keep the trades reasonably balanced and fair so the relationship is supported.

### CwMYitM: \_\_\_\_\_

Compromise with Meet You in the Middle

Sometimes Resolve and Concede trades aren't reasonably in reach. Sometimes you have to just meet in the middle. I get some; you get some. I half-win/half-lose and you half-win/half-lose. There is a danger here of people overstating their side just to have things to compromise on, which often leads to more polarization.

### 5:LNT;BTYFI: \_\_\_\_\_

Leave No Trace; Better Than You Found It

### LNT: \_\_\_\_\_

Leave No Trace

Leave No Trace might be best known to campers and hikers. Pack it in; pack it out. Leave nothing but footprints; take nothing but pictures. Basically: Don't make it worse because you were there. We minimize the inconvenience and cost of our presence is to others. We compensate where our cost is certain.

### BTYFI: \_\_\_\_\_

Better Than You Found It

Better Than You Found It is a step up from Leave No Trace. Using the camping example, maybe we pick up litter others left. We might pack out what others packed in and left behind. We might clean it up, fix it up, and otherwise Make It Better Because We're Here. We seek to be helpful in practical ways, in relational or social ways, in whatever way is in our ability. Our presence, then, becomes an asset, and we are Oasis.

## THE OHANA WAY 3 Scot Conway, Ph.D., J.D.

**HARMONY: EIDIICAaG:** \_\_\_\_\_

Embrace Infinite Diversity in Infinite Combinations Aimed at Greatness

We don't have to be alike to be together. We really can all get along. In fact, Harmony requires difference. There's an interesting idea behind Harmony: Infinity.

**ID:** \_\_\_\_\_

Infinite Diversity

There are no limits on how different people might be. It is almost certain that no two people who have ever existed are exactly alike. We have demographic differences, different experiences, different skills, and so much more. No matter how alike two people might be, they are never exactly identical.

**IC:** \_\_\_\_\_

Infinite Combinations

If you take any pair of people and swap out one person for another, you have a new, unique combination. When you start to form groups, you will get more and more combinations. There's no end to how different people might be. When you start to combine them, you create an infinity at a new level of magnitude.

**AaG:** \_\_\_\_\_

Aimed at Greatness

This is the key: the combination is aimed at greatness. The parts of different people that help the team aim at greatness are brought to the group. We look for "serendipity" – the happy accident that creates more greatness. We look for "synchronicity" – the potentially meaningful application of something "coincidental."

**1:DaItNNCfC:** \_\_\_\_\_

Differences are Issues to Navigate, Not Causes for Condemnation

**DaJD:** \_\_\_\_\_

Differences are Just Differences

All "difference" means is that something isn't exactly the same. Just because something is different doesn't mean it's good or bad. It's just different.

**DCbE:** \_\_\_\_\_

Differences Can be Enriching

Everything we learned to like was at one time something different. Everything we learned, period, was something different to us the first time. All growth begins with difference. All enrichment begins with difference.

**DET:** \_\_\_\_\_

Differences Enhance Teamwork

You don't play baseball with nine pitchers on the field. You need a player for each position. Any form of teamwork requires people ready to do different jobs, play different positions, and teams need different people working together.

**ItN:** \_\_\_\_\_

Issues to Navigate

Different personalities sometimes mean you'll have friction. These things just need some adjustment. You navigate issues. You figure out how to make it work.

**NCfC:** \_\_\_\_\_

Not Causes for Condemnation

Condemnation is “you’re worthless” or “you’re less than.” We can toss in being judgmental in this general category. Judgmental is “you’re bad.”

**2:BTaPtSNCfC:** \_\_\_\_\_

Bad Things are Problems to Solve, Not Causes for Condemnation

**BTaBT:** \_\_\_\_\_

Bad Things are Bad Things

Bad things are not mere differences. They are things that do damage.

**SBiS:** \_\_\_\_\_

Sometimes Bad is Subjective

What one person thinks is bad someone else might think is okay or even good. One test is “all principles must be consistently applied.” If something is bad, it is bad in both directions. If it is only bad when it happens to us but okay if we do it, then it’s more likely a subjectively bad experience. Or it can be something we know is bad, but we make excuses for it when we do it.

**PtS:** \_\_\_\_\_

Problems to Solve

A problem is a thing that will do damage if not solved. Bad things need solutions.

**3:MF,LA;FoWYDW:** \_\_\_\_\_

More For, Less Against. Focus on What You Do Want.

We need to know what we’re for. Modern society often focuses on what we do not like and what we want to avoid. Instead, we can create pictures of what we do want, and those pictures serve as a powerful autopilot.

**4:FT:BTAttR:** \_\_\_\_\_

Facet Truths: Bring Truth Appropriate to the Relationship

We all have many aspects of ourselves. Sometimes it’s facets related to roles, sometimes to goals, sometimes to different bits of our personality, tastes, and activities.

**BAT:** \_\_\_\_\_

Bring Appropriate Truth

Just Because It’s True Doesn’t Mean It Belongs. When we operate in some roles, truths from other roles might not be suitable. We show up with the truth, but the part of the truth that applies for the role, goal, and moment.

**5:JBP:** \_\_\_\_\_

Just Be Polite

A fundamental of civilized society is just being polite. Even when angry, we still do the civilized thing. Even if we dislike someone, even if for good reason, we be polite. When in doubt about what’s polite, we refer to Etiquette rules.

**WRHRNiNtToP:NH,NN** \_\_\_\_\_

When Right Here, Right Now, is Not the Time or Place: Not Here, Not Now

**THE OHANA WAY 4**  
**Scot Conway, Ph.D., J.D.**

**ASSERTIVENESS:MFoPwRfO:** \_\_\_\_\_

Moving Forward on Purpose with Respect for Others.

We Live Life on Purpose. We live assertively, learn assertively and love assertively. We practice assertive listening, assertive relationships, assertive parenting, and assertiveness in any and all areas of life.

**LA:** \_\_\_\_\_

Live Assertively

Live Life rather than Be Lived By Life. We make decisions, choose directions, and go.

**AP:** \_\_\_\_\_

Assertive Listening

We Listen to Understand. People more often listen to Reply.

**AP:** \_\_\_\_\_

Assertive Relationships

We choose and create our relationships are purpose, building them by choice.

**AP:** \_\_\_\_\_

Assertive Parenting

We aim them toward being responsible and happy adults. The rest is up to them.

**AvA:** \_\_\_\_\_

Assertiveness vs. Aggressiveness

Aggressiveness is Moving Without Respect for Others. Note the lack of "Forward" and "On Purpose" in addition to "Without Respect for Others."

**1:DW:VG&R:** \_\_\_\_\_

Define Your Win: Values, Goals, and Roles

**DYW:** \_\_\_\_\_

Define Your Win

Know what you mean by "win." Know what your "win-win" is.

**V:** \_\_\_\_\_

Values

What's really important to you? Moving toward and moving away values.

**G:** \_\_\_\_\_

Goals

What're your goals? SMART: Specific, Measurable, Actionable, Realistic, Timed.

**R:** \_\_\_\_\_

Roles

What roles do you have to fulfill? How do you choose to define them? How do you define them individually? How do you define them corporately? What's your version?

**2:MYA;LNB:** \_\_\_\_\_

More Yes/And, Less No/But

**LNB:** \_\_\_\_\_

Less No/But

"No" and "But" tend to be negators. They have a place. Limit them when you can.

**MYA:** \_\_\_\_\_

More Yes/And

Look for your yes, or include a yes with your no. Leave other ideas, add yours.

**3:CF:CPCI:** \_\_\_\_\_

Compelling Future: Choose. Plan. Check In

**TPoaFGiiTPCII:** \_\_\_\_\_

The Power of a Future Goal is in The Present Change it Inspires

**PPPP:** \_\_\_\_\_

Pain Pushes, Pleasure Pulls

Pain can be good motivation to get us moving. Pain motivation fades when we're either no longer in pain or when the work becomes painful. Pain can be useful for overcoming initial inertia. We need something inspiring to keep us going.

**CaCF:** \_\_\_\_\_

Create a Compelling Future

Create an idea of the future to keep you going day-to-day, to inspire you to get up and get to work, to excite you enough to keep going when you don't want to!

**WDYC?G:** \_\_\_\_\_

What Do You Choose? Goal.

**WIYP?** \_\_\_\_\_

What Is Your Plan?

**HiTWOiY?** \_\_\_\_\_

How is That Working Out for You?

**4:IHaP;YMAHaP:** \_\_\_\_\_

I Have a Point; You May Also Have a Point

**NIRsYW:** \_\_\_\_\_

Not "I'm Right, so You're Wrong."

**NYWsiR:** \_\_\_\_\_

Not "You're Wrong, so I'm Right."

**IAaP:** \_\_\_\_\_

I Have a Point

I can know my own position. I can know the points I use to support my position.

**YMAHaP:** \_\_\_\_\_

You May Also Have a Point

To know if you have a point, I must listen to understand. Until I really understand your side, it can be arrogant to say with certainty that you're wrong.

**CSiWiOA:** \_\_\_\_\_

Certainty Someone is Wrong is Often Arrogant

**TGR:** \_\_\_\_\_

The Golden Rule

**5:EC:IIG?** \_\_\_\_\_

Ecology Check: Is It Good?

**liGfM?** \_\_\_\_\_

Is it Good for Me?

**liGfO?** \_\_\_\_\_

Is it Good for Others?

**liGfTW?** \_\_\_\_\_

Is it Good for The World?

**ltaBW?** \_\_\_\_\_

Is there a Better Way?

**THE OHANA WAY 5**  
**Scot Conway, Ph.D., J.D.**

**NOBILITY: RK:BOH&BS:** \_\_\_\_\_

Royal Knight: Be our Highest and Best Selves.

The metaphor of the Royal Knight dives deep into our ideals of princeliness and princessliness in their highest and best forms. We pursue knightly chivalry and samurai bushido in service to high ideals.

**KiSA:** \_\_\_\_\_

Knight in Shining Armor

The classic figurative ideal is a someone who stands heroically in a difficult or dangerous situation. The idea here is standing up for what's right even when there may be a social cost or a risk to doing so. It particularly applies when you do it to protect people who have a limited ability to protect themselves.

**RK:AP/P&aK:** \_\_\_\_\_

Royal Knight: A Prince/Princess and a Knight

Born to a Responsibility to Represent, Lead, and Take Responsibility.

**H&BS:** \_\_\_\_\_

Highest and Best Self

**1:L4P360:** \_\_\_\_\_

Leadership: 4P360

**4P:** \_\_\_\_\_ - Four Filters for Any Technique.

Four Pillars

**P:** \_\_\_\_\_ - It Works. It accomplished the intended results.

Powerful

**P:** \_\_\_\_\_ - Possible Policy. No Unintended Consequences.

Practical

**P:** \_\_\_\_\_ - Big Rules. Can be adapted to similar situations.

Principled

**P:** \_\_\_\_\_ - Relationship Building not Relationship Breaking.

Positive

**4R:** \_\_\_\_\_ - Four Rules to Always Follow.

Four Rules

**C:** \_\_\_\_\_ - Think Through It.

Copper

**S:** \_\_\_\_\_ - Do No Harm.

Silver

**G:** \_\_\_\_\_ - Treat Others as Self.

Gold

**P:** \_\_\_\_\_ - Treat Others as Others.

Platinum

**7D:** \_\_\_\_\_ - 360 Degrees: All Directions

Seven Directions

**D:** \_\_\_\_\_ - Conventional Leadership.

Down

**U:** \_\_\_\_\_ - Leading Your Leaders.

Up

**A:** \_\_\_\_\_ - Leading Your Peers.

Across

**DD:** \_\_\_\_\_ - Others Followers, Peers of Yours.

Diagonal Down

**DU:** \_\_\_\_\_ - Others Leaders, Peers of Yours.

Diagonal Up

**0PL:** \_\_\_\_\_ - You in the Center

Zero Point Leadership

**SL:** \_\_\_\_\_ - Leading Yourself.

Self-Leadership

**RL:** \_\_\_\_\_ - Showing What Work on You.

Reverse Leadership

**2:SL:** \_\_\_\_\_

Self-Leadership

**WtHPtL:** \_\_\_\_\_

We're the Hardest Person to Lead

If my leader says to do something, I want out, and the leader let's me out, I'm out. If I'm my own leader, and I want out, the leader deciding whether to let me out is the same person who wants out. It's easy to let myself off the hook.

**H2R:L&F:** \_\_\_\_\_

Holding Two Roles: Leader and Follower

**3:CB:** \_\_\_\_\_

Chivalry/Bushido

Modern Chivalry is loosely based on Duty to God. Duty to Others. Duty to Women. It includes basic "ladies and gentlemen" skills in the next category.

**SC:** \_\_\_\_\_ - Bushido: The Warrior's Way

Samurai Code

**G(H):** \_\_\_\_\_ - Tell the Truth. Do it Diplomatically.

Gi (Honesty)

**Y(C):** \_\_\_\_\_ - Go Anyway; Even When Afraid.

Yu (Courage)

**J(C):** \_\_\_\_\_ - Care for Others. Loyal to Absent.

Jin (Compassion)

**R(C):** \_\_\_\_\_ - Follow Etiquette and Protocol.

Rei (Courtesy)

**M(H):** \_\_\_\_\_ - Do the Right Thing.

Meyo (Honor)

**M(S):** \_\_\_\_\_ - Really Mean It.

Makoto (Sincerity)

**C(D):** \_\_\_\_\_ - Do What You're Supposed to Do.

Chugo (Duty)

**LBaC:** \_\_\_\_\_

Living By A Code

If you have a Code, it simplifies life. Choose your own Code. Live it.

**4:L&G:** \_\_\_\_\_

Ladies and Gentlemen

Basic: Gentlemen Protect. Think Formal Occasions and Formalwear for ideas.

**5:BaLNaJ:** \_\_\_\_\_

Be a Light, Not a Judge

**DoaP:SWaS:** \_\_\_\_\_

Definition of a Problem: Something With a Solution

Be a Light helps people see for themselves. Judging just says someone is bad.

**PNMLB:** \_\_\_\_\_

People Need More Light-Bringers

Light-Bringers respect people's ability to choose for themselves. Light-Bringers assume people work with what they see, and if they saw better, they might do better.

**THE OHANA WAY 6**  
**Scot Conway, Ph.D., J.D.**

**ALOHA:LiAIMM&M:** \_\_\_\_\_

Love in All Its Many Meanings and Manifestations.

Aloha means "love." Aloha also includes hello and goodbye in Hawaiian.

Love:

1. **IWtBfY:** \_\_\_\_\_

I want the best for you.

2. **IWtbtBfY:** \_\_\_\_\_

I want to be the best for you.

3. **IWYthTJ:** \_\_\_\_\_

I want you to have transcendent joy.

**H&G:** \_\_\_\_\_

Hello and Goodbye

**1:LS:APE:** \_\_\_\_\_

Love Stack: Agape, Phileo, Eros

The Love Stack is a Step Pyramid. Agape is the Foundation. Phileo is the Body. Eros is the Capstone. These three forms of love together make up the Love Stack.

**A:UCB:** \_\_\_\_\_

Agape: Unconditional Character-Based

Patient, Kind, Likes the Truth, Bears One Another's Burdens, Believes in People, Holds to Hope, Endures with People, and Never Fails.

**PCRB:** \_\_\_\_\_

Phileo: Conditional Relationship-Based

Building Phileo is Building Relationship. It's how we like some more than others.

**E:E&E:** \_\_\_\_\_

Eros: Experience and Emotions

This is experience, sensation, intensity, pleasure – the momentary cool stuff.

**2:LiNJ&DNE:** \_\_\_\_\_

Love is Not Jealous and Does Not Envy

**LIST&LiNOT:** \_\_\_\_\_

Love IS Some Things and Love is NOT Other Things

**NJ:** \_\_\_\_\_ - Feels Insecure. Seeks to Control Others.

Not Jealous

**NE:** \_\_\_\_\_ - Your Good News is Bad News to Me.

Not Envy

**NB:** \_\_\_\_\_ - False or Stealing Spotlight.

Not Boast

**NAB:** \_\_\_\_\_ -

Not Act Unbecomingly

Rude, or Behaving Inappropriately for the Situation, Improper.

**NS:** \_\_\_\_\_ - I Mostly Just Care About Me.

Not Selfish

**NP:** \_\_\_\_\_ - I Decide Who You Are.

Not Prejudiced

**NP:** \_\_\_\_\_ - It's Your Fault I Feel This Way.

Not Provoked

**NMORfIE:** \_\_\_\_\_ -

Not Make Others Responsible for Its Emotions

You have to make me feel the way I want to feel. It's on you.

**NHG:** \_\_\_\_\_ - I carry the burden of anger and pain.  
Not Hold Grudges

**NCEaP:** \_\_\_\_\_ -  
Not Count Events as Patterns

What you did is who you are. You always. You never.

**NLBT:** \_\_\_\_\_ - I like bad things happening to rivals.  
Not Like Bad Things

**NLPDBT:** \_\_\_\_\_ -  
Not Like People Doing Bad Things

I like people doing bad things that benefit me or punish rivals.

**OSWLI:** \_\_\_\_\_  
Ohana Seeks What Love IS

Patient, Kind, Likes the Truth, Bears One Another's Burdens, Believes in People, Holds to Hope, Endures with People, and Never Fails.

**3:PBA:POP:** \_\_\_\_\_  
Phileo Bank Account: Positive On Purpose

The Phileo Bank Account is a model for understanding Relationship Love.

**PAP:** \_\_\_\_\_  
Positive Adds Points

**NSP:** \_\_\_\_\_  
Negative Subtracts Points

**Ni4TMPTP:** \_\_\_\_\_

Negative is Four Times More Powerful Than Positive

When you score points in the negative column, you lose four times as many points as you thought. It might feel like you threw a pebble and get punished for throwing a boulder. It's always easier to break things than build things.

**NH:** \_\_\_\_\_  
Negative Humor

If I'm just mean, I look like a jerk. If I wrap mean up in a funny, then I have social permission to deliver the mean. But it's still mean. If it's really funny, I make a point for the funny and lose a point for the mean, but the mean multiplies by four. So I get +1-4 for a net loss of 3 for every bit of negative humor.

**POP:** \_\_\_\_\_  
Positive On Purpose

The simple trick is to be Positive On Purpose. Keep adding points at more than four times the pace of losing points. Deep understanding can get very sophisticated!

**4:LJP:** \_\_\_\_\_  
Love, Joy, Peace

Love, Joy, and Peace inspire the best in us.

**MS:** \_\_\_\_\_  
More Spirituality

Patience, kindness, goodness, faithfulness, gentleness, and self-control.

**5:GPS:** \_\_\_\_\_  
God, People, Self

Love God, however you perceive and relate to Him or your idea of the Ultimate. Love People, connecting with and valuing others. Love Self, taking care of yourself and valuing yourself.

## THE OHANA WAY BONUS

### Scot Conway, Ph.D., J.D.

#### FbRB&M: \_\_\_\_\_

Family by Relationship, Blood, and Marriage

While we've talked about Ohana as a cultural phenomenon, as "family" it technically and most obviously means one's actual family. That means people we're related to by blood and marriage. It could include relatives that might not still have a legal status (such as an ex-step-parent), but people whom you are still "related" to in a way that is meaningful in your family. There is a special word for a kind of natural affection we might feel for someone we're related to: Storge.

#### S:LBBR: \_\_\_\_\_

Storge: Love By Being Related

If my wife and I are having a baby together, and we're both at the hospital maternity ward, do we care which baby they send us home with? Of course! We expect to go home with our child! That's OUR child! We tend to have a presumed, automatic, default-love-setting with our own children. There is a different level of presumptive starting-relationship we begin with by virtue of being related. We end up spending time with people because we're related. We might gather at family reunions and family holidays and family meals because we're related. Being related has meaning!

#### RCfRnBR: \_\_\_\_\_

Relationship Comes from Relating - not Being Related

Here's a key to Storge. With a healthy use of Storge, it gives us a whole set of prospective relationships that start off with "love in the love bank" because of being related. Then you build healthy relationships with your relatives from there.

Then there's the far too common unhealthy version. It's the "we're related, so you have to put up with crap" version. A nasty version we call "Lawful Target," which means because someone is related and cannot easily end the relationship, we get to be mean. We sometimes see this in marriages where divorce may not be allowed or may be structurally difficult or impossible. We sometimes see this with siblings. We sometimes see this in generational relationships where either the younger or older generation presumes upon the Storge to be abusive.

Relationship comes from Relating. Storge, being related, gives you a solid starting place with free points in your love bank account. Use that platform to build!

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#### EGF: \_\_\_\_\_

Everyone Goes First

Society often teaches us ideas like "I'll do it they do it" which is passive and reactive. It says I won't do it unless and until I see someone else doing it. It starts off passive, waiting until it sees things consistently enough and dramatically enough to be convinced. Then it's reactive, doing in response to others.

"Everyone Goes First" means "I'll do it." It's not "I'll do it if you do it." It's just "I'll do it." Maybe you do it, too. Maybe you don't. That doesn't matter. I'm doing what I do because I'm doing it. If I'm doing it to get a reaction from you, then I'll do it until I think I ought to get the reaction I want, and if I'm not getting it, then I quit. That has the benefit of taking some initiative, but the motive isn't Be Ohana, the motive is the Get Ohana. That tends to undermine the process!

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### LaABCL: \_\_\_\_\_

Living an ABC Life

In many academic programs, grades are awarded on a system that might go roughly like this: A = 100% to 90%, B = 90% to 80%, and a C = 80-70%. Specifics may vary, but it provides us a useful tool. If you're perfect, that's an A. If you nail it 19 out of 20 times, that's still an A. If you get it 18 in 20 times, that's an A or a B. 17 is a B. 16 is a B or C. If you get things right 7 out of 10 times, you're succeeding at about a C-level.

### GLoP: \_\_\_\_\_

Guaranteed Lack of Perfection

No one will be perfect. Where we need things to be perfect, we build in fail-safes and redundant fail-safes, and double-checks, and back-up systems... why? Because we know that nothing is perfect, so when it has to be perfect, we stack our safety protocols. We might have layer after layer of ways to keep things from going wrong where the consequences of an error are severe.

Most of life isn't like that. We'll make mistakes. We'll handle things less-than-perfect or not-as-good-as-we-should-have. We should note that when we use these kinds of terms, we mean that the way we did it was "pretty good, but not quite ideal" or "about what I was aiming for, but with a little room for improvement." Sometimes we just mess up, sometimes in little ways, sometimes in medium ways, and sometimes in big ways. It's just human.

Even A-students miss questions on tests. 95% is still a very solid A. We don't have to be perfect. Good thing, too, because we won't be.

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### PSYCD:ST: \_\_\_\_\_

Pick Something You Can Do: Start There

Sometimes people wonder where to start. The basics of O.H.A.N.A. are Oasis, Harmony, Assertiveness, Nobility, and Aloha. Just pick one you can do, and start there. The Ohana Five-By-Five gives you 25 more places you could start. Just pick one you can do, and start! Just one. Not two or three or thirty (the basic five and the whole five-by-five totals 30). Pick one. Start.

A huge issue some percentage of people get into is all-or-nothing thinking. All-or-nothing in situations like this almost always means "nothing." Why? Because there's thirty things! Can you do all 30? Maybe, but probably not. Can you do all 30 perfectly? Absolutely not. At an A-level? Maybe with a lot of practice or if you're already really close. Just get better.

And focus on yourself. YOU get better. Often we tend to think "so-and-so needs to do this stuff" and forget that WE need to do this stuff. Or we think we're doing okay already, but boy-oh-boy had that other person better shape up! Maybe they need to. They'll have to do that for themselves. Our best bet is to create an environment that inspires and motivates them to do that!

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### HSHTF: \_\_\_\_\_

Have Some Hawaii-Themed Fun

Ohana is a Hawaiian concept. Just for fun, from time to time, do something with a Hawaii theme to support the idea of Ohana! Watch a movie or television show set in Hawaii. Eat some Hawaiian food. Wear a Hawaiian-print outfit. Have some fun with it, relax, and you will find that Ohana is easier and fun!