

How to GROW a Iesu Culture

How to Communicate so the Best of Us Shows Up

KYLO Chapter 6 The Trust Cycle

In a respectful relationship, each person understands, “I am responsible to know what is going on inside me and communicate it to you. I do not expect you to know it, nor will I allow you to assume that you know it. And I will not make assumptions about what is going on inside you.” (Keep Your Love On!, page 100)

*(1 John 4:18 NLT) Such **love has no fear**, because **perfect love expels all fear**. If we are afraid, it is for **fear of punishment**, and this shows that we have **not fully experienced his perfect love**.*

*(2 Timothy 1:7 NLT) For God has **not given us a spirit of fear** and **timidity**, but of **power, love, and self-discipline**.*

*(Matthew 7:3-5 NLT) ³“And why worry about a speck in your friend’s eye when you have a **log in your own**?” ⁴How can you think of saying to your friend, ‘Let me help you get rid of that speck in your eye,’ when you can’t see past the log in your own eye? ⁵Hypocrite! **First get rid of the log in your own eye**; then you will see well enough to deal with the speck in your friend’s eye.*

*(Proverbs 20:5 NLT) Though **good advice lies deep within the heart**, a person with **understanding will draw it out**.*

*(Proverbs 15:1 NKJV) A **soft answer turns away wrath**, But **a harsh word stirs up anger**.*

The Trust Cycle

1. Our deepest need is to and be **loved** by other human beings and engage in lasting relational bonds.
2. Our ability to meet this need develops as we consistently complete trust cycles in the context of a connection.
3. A trust cycle is completed when:
 - a) There is a **need**
 - b) The need is **expressed**
 - c) There is a **response** to the need
 - d) The need is **satisfied**
 - e) Comfort is received

The Mistrust Cycle

1. The trust cycle can break down at any point, which creates a cycle of mistrust. Trust is damaged if:
 - a) People fail to **identify** and express their needs.
 - b) The other person does not respond to the need or responds in a **negative** way.
 - c) The need is ultimately not satisfied

I Message

1. Trust is built through the exchange of truth. You need to communicate your needs clearly so that the other person is able to meet them.
2. The best tool for telling another person about you is an “**I message** .”
3. It begins with “**I feel,**” not “I think.”
 - a) BEWARE: I feel like **you’re** a jerk. I feel like **you** act like **your** mother. It’s a thought or judgment about someone else.
 - b) It is designed to let other people know about what is happening **inside you**, not for you to tell them what you think about them or what they should do.
4. “**When** _____”
5. “I **need** to feel _____”
6. Example:
 - a) “I feel **scared** when you drive like this. I **need** to **feel safe** and **protected** while I am in the car with you.”
 - b) “It **hurts** me **when** you talk to me like this. I need to hear about you and feel valued while we talk.”
 - c) “I love it when we are together. I **need** to feel like this more often.”

Think About It:

1. On a scale of 1 – 10, with 10 being the best, how well do you think you communicate your needs right now?
2. Discuss what you discovered about your relationships that fall into the trust or mistrust cycle.
3. Pair up and practice using “I messages.” Be careful not to use judgmental opinion statements.
 - “I feel (emotion) when (describe the experience) and I need to feel (emotion).
4. Practice constructing an “I message.” Use a situation in your life as an example.
 - “I feel (emotion) when (describe the experience) and I need to feel (emotion).
5. **BONUS: Who is in control of you and what part do they control?**
 - a) “80% of people don’t know what they need or how to articulate it, but 100% of people know how to angry when they don’t get it.” (Danny Silk)
 - b) DISC is like an owner’s manual to unlock the mystery that’s happening in me as well as in other people. Which helps us to connect more effectively. D.I.S.C will help YOU to understand what’s happening in YOU and what’s happening in other people. **D.I.S.C...4 main external behavior styles**
 - 1) **Dominance:** D wired people only make up 3% of the population
 - Seeks control
 - Decisive
 - Direct
 - Results

D wired peoples stress behaviors. Impatient. Argumentative. Bury themselves in work.

 - Put them in charge of something

- Encourage movement and activity
- Stay in the big picture
- Be brief and direct
- For a decision provide them with options

2) **Influence:** I wired people make up 11% of the population

- Persuasive
- Spontaneous
- Friendly
- Spotlight
- Animated

I wired people stress behaviors. Easily distracted. Inattentive to details. Loud and chatty

- Give them time to talk
- Allow for and encourage moments of fun
- Encourage variety
- Let them verbalize their world
- Expect to follow up with them

3) **Steadiness:** S wired people make up 69% of the population

- Team oriented
- Follow through
- Loyalty
- Acceptance

S wired peoples stress behaviors. Pace slows to a crawl. Very resistant to change. Stubborn

- Give assurances that everything is ok
- Slow your pace
- Speak in friendly tones
- Give them a confidence building project
- Express your appreciation for them

4) **Compliance:** C wired people make up 17% of the population

- Compliant
- Analytical
- Planner
- Accuracy

C wired peoples stress behaviors. Fact finding machine. Over organizing. Hyper cleaning.

- Give them space and quiet
- Allow time to verify information
- Explain why
- Answer questions with patience

- Keep your tone professional

c) What is the Enneagram?

- 1) The Enneagram is a personality system that aims to reveal how emotions drive our lives and how we engage with others in an effort to get what we want and need.
- 2) The Enneagram defines nine personality types, each with its own set of strengths, weaknesses, and opportunities for personal growth.
- 3) Your Enneagram type reveals what motivates you on a very deep level, and illuminates the path you must take to achieve a higher level of self-awareness.

“The level of communication we need to reach in order to build a strong relational connection is the level where we express our needs to one another. It’s no mistake that this is exactly where the trust cycle begins.”

KYLO In Action:

1. Practice using “I messages” to communicate your needs and the truth about you.
2. Be prepared to discuss your successes and challenges.

PRAYER POINT

The Holy Spirit knows the inner workings of your heart totally and completely—far more than you do—and He is the safest place for you to express them. Invite Him to reveal your thoughts, feelings, and needs to you and help you share them with Him. Then ask Him for grace and courage to share the truth inside in your relationships, and to be a safe place for those you love to do the same.