

Appendix I. The Four Stages of Faith

	SIMPLICITY	COMPLEXITY	PERPLEXITY	HARMONY
PERCEPTION	Dualistic	Pragmatic	Critical/ Relativistic	Integral/ Holistic
FOCUS	Right or wrong	Success or failure	Honest/ authentic experience or dishonest/ inauthentic experience	Inclusion and transcendence
MOTIVE	Pleasing authority figures, being right (or considered right)	Achieving goals, being successful (or considered successful)	Seeing through appearances to reality, being honest, authentic, true to myself	Finding connection, seeing things whole, making contribution
KEY VALUES	Being right/ clean/good, obeying authorities, staying faith- ful to tradi- tion, remain- ing loyal to in-group	Being free and independent, winning, succeeding, achieving goals	Being fair, acknowledg- ing bias and mistakes, facing inconvenient truths	Being compassion- ate, seeking common good