

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 faithful to tradition, remaining loyal to in-group	Being free and independent, winning, succeeding, achieving goals	Being fair, acknowledging bias and mistakes, facing inconvenient truths	Being compassionate, seeking common good
ASSUMPTION	Everything is known or knowable	Everything is doable or possible	Everyone has an opinion: every viewpoint is a view from a point	We are all connected, part of a greater whole
AUTHORITY FIGURES	Leaders who know and teach the right answers, God-like	Coaches who can help me succeed	Manipulators who control the naive and trusting	Fallible people like you and me
US/THEM	Good/Evil	Winners/Losers	Honest/Dishonest	Part of a bigger Us
LIFE IS...	A war	A game	A joke, quest, and/or a deception	A mysterious gift
IDENTITY	Dependent or co-dependent	Increasingly independent	Counter-dependent	Interdependent
BELONGING	I am part of the good, right, true group	I am part of the successful, effective, and winning team	I am one of the honest, thoughtful, and independent individuals	I am seeking understanding, connection, and the common good, even with opponents and enemies

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GOD IS...	Supreme Being, almighty protector, warrior, law-giver, patron, patriarch	Encourager and guide who can help me prosper and succeed	Myth or a mystery	Loving presence, creative wisdom, known through experience and metaphor
CORE QUESTION	What do our authority figures say?	What are the steps to success?	What is the hidden agenda or bias I need to be suspicious of?	What part can I play for the common good?
MISTAKES ARE...	Legal infractions, moral failures, disobedience to authorities, ignorance of the rules	Lack of commitment, preparedness, effort, or positive attitude	Failure to question, challenge, think critically	Inevitable, part of learning and growth
STRENGTHS	Highly committed, willingness to sacrifice	Enthusiasm, eagerness to learn, idealism, action	Honesty, curiosity, critical thinking	Integrates previous strengths, with greater depth and wider circle of compassion
WEAKNESSES	Narrow-minded, judgmental, combative, willing to inflict suffering, false certainty	Superficial, naïve, overly pragmatic, excessive confidence	Aloof, uncommitted, cynical, suspicious, elitist, depressed	Susceptible to previous weaknesses
GOOD NEWS	Wrongs can be forgiven	Help is available	You are encouraged to question and challenge the status quo	Everything belongs, all are connected, all life is sacred
ATTITUDE TOWARD DOUBT	Doubt is a failure, weakness, defection, betrayal or sin	Doubt is a problem to be solved or sickness to be cured	Doubt is a virtue to be cultivated	Doubt is a necessary part of life, a portal from one state to another
FAITH IS...	Asset to required beliefs	Means to desired ends	An obstacle to critical thinking	A humble, reverent openness to mystery that expresses itself in non-discriminatory love