

"Ways of Knowing" Characteristics

Adapted from Drago-Severson and Blum-DeStefano (2014)

Instructions

1. Reflect on how you typically interact with and interpret ideas and beliefs.
2. For each statement listed, rate how intensely you believe or feel about it on a scale from 1 to 5, where:
 - **1 = Low Intensity:** You rarely or weakly hold this belief or feeling.
 - **5 = High Intensity:** You strongly or frequently hold this belief or feeling.
3. **Total the Scores:** After rating all items within a "Way of Knowing" category, sum your scores for each category. This total will help you compare which "Way of Knowing" dominates your perspective.
4. **Identify Your Dominant Way of Knowing:** Based on the highest total score across categories, determine which "Way of Knowing" is most characteristic of your approach to ideas and beliefs.

WOK	Statement	Rating
Instrumental	I understand experiences and feedback in concrete, dualistic terms (right or wrong).	
	I prefer clear instructions, step-by-step directions, and specific models to emulate.	
	Achieving tangible results and meeting explicit expectations is important to me.	
	I feel supported by explicit guidance and clear expectations.	
	I appreciate external validation and concrete feedback to measure success.	
	Total	
Socializing	Relationships and others' opinions are important to me. I internalize others' expectations and feedback.	
	I seek validation and affirmation from others whose opinion I value. I value others' feelings and judgments.	
	I avoid conflict to maintain harmony.	
	I feel supported when feedback is delivered with appreciation, recognition, and reassurance.	
	I appreciate safe, supportive environments where expressing personal beliefs and values is encouraged.	
	Total	

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WOK	Statement	Rating
Self-Authoring	I have a strong internal belief system and values and tend to make decisions based on personal principles.	
	I reflect upon and evaluate the ideas and beliefs of self and others.	
	I take responsibility for my personal actions and decisions. I am guided by an internal set of standards and goals. I understand others' viewpoints but prioritize personal values and judgments over external opinions.	
	I value feedback that allows for personal reflection, goal setting, and the opportunity to offer and receive critique.	
	I thrive when given autonomy to create and pursue personal goals and initiatives.	
	Total	
Self-Transforming	I recognize the complexity and interconnectedness of various systems, perspectives, and beliefs. I consistently think about the broader implications of actions and decisions on the community and systems.	
	I am comfortable with contradictions and paradoxes. I see value in exploring different and conflicting viewpoints.	
	I value collaborative reflection and dialogue as a means to develop deeper understanding and integrate multiple perspectives.	
	I am willing to continuously reassess and transform personal beliefs and systems of thinking.	
	I feel supported by opportunities to explore and reflect on diverse ideas and practices in a collaborative setting.	
Total		

Which “Way of Knowing” is dominant for you?