COM 803-12: Hermeneutics and Communication

Obed Alcime

Omega Graduate School

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Professor

Dr. Strecker

Assignment

### *Developmental Readings*

Review Assignment #3, the course essential elements, assigned readings, and recommended readings to identify selections of books and scholarly articles to identify and select developmental reading sources and entries.

* Refer to the “[Student Guide to Developmental Readings](https://drive.google.com/file/d/161V_FaYR2BnNGCSFUlWPjUSIQzcH04Hq/view?usp=share_link)” for updated information on sample comments, rubrics, and key definitions related to developmental readings.

**Source One:** Sire, J. W. (1988). *How to read slowly: Reading for comprehension*. HarperOne.

**Comment 1:**

**Quote/Paraphrase:** Sire (1988) states that reading critically means recognizing that every text has a context. A text may appear straightforward, but its meaning can be deeply influenced by the historical, cultural, or personal background in which it was written. Readers must ask questions about the author's intent, the audience, and the circumstances surrounding the creation of the text. Without this context, the text's message may be misunderstood. (chap. 5)

**Essential Element:** This comment is associated with the essential element reading techniques for scholarly subject research.

**Additive/Variant Analysis:** Sire’s quote is additive to my understanding; He stresses the need for readers to grasp the context surrounding a text for proper understanding. By thoroughly investigating the often-multi-layered background of research literature, the reader’s understanding of the broader context ensures that conclusions drawn from the text are accurate and relevant.

**Contextualization:**  In any leader’s career, it is beneficial to research the historical and cultural contexts of any academic, scientific, or spiritual texts that they use. Research methods are vital to ensuring that leaders, like me, who rely on literature, do not misinterpret their findings by failing to consider the circumstances under which the research was conducted. By understanding the context, research findings can be applied more effectively to making informed decisions.

**Comment 2:**

**Quote/Paraphrase:** "Do not try to read fast; read at your normal rate—or more slowly. Speed reading may be of value for some things, but not for reading world-viewishly. Read with a pen or pencil in hand: underline passages and terms and allusions which the author seems to be most interested in." (chap. 2)

**Essential Element:** This quote is associated with the essential element reading techniques for scholarly subject research.

**Additive/Variant Analysis:** Sire’s quote is variant to my understanding of the importance of time-sensitive reading efficiency. The approach of reading more slowly or normally reduces the ability to process larger volumes of information quickly, which is critical in high-stakes situations. Under these circumstances, knowing an author’s general worldview prior to researching their works proves valuable.

**Contextualization:** In secular leadership roles, where my decisions need to be made rapidly, information must be digested quickly, yet efficiently. While careful reading is valuable, there is a necessary balance between thoroughness and practicality, which can be done by employing the use of quick comprehension strategies for immediate actions.

**Source Two:** Zimmermann, J. (2015). *Hermeneutics: A very short introduction*. Oxford University Press.

**Comment 3:**

**Quote/Paraphrase:** “Science seems to offer us the simple and certain facts of reality, while artistic, religious, and philosophical views about life are mere interpretations of the world. Science, we have learned in school, rests on strictly empirical observation, on accurate measurement, and on the exact verification of its results. In contrast to religion, art, and literature, scientific knowledge is independent of received opinion, personal bias, and the vagaries of language. In short, it would appear that all the elements we have outlined as intrinsic to hermeneutics do not apply to science. Scientists know facts, while philosophers, artists, and theologians peddle matters of personal taste…” (chap. 7)

**Essential Element:** This quote is associated with the essential element faith-integrated hermeneutics: reading for worldviews.

**Additive/Variant Analysis:** This quote is additive to the understanding that while faith-based hermeneutics involves interpreting texts through spiritual values, it must be balanced with critical thinking and empirical evidence. Interpreting with this balance eliminates any personal biases.

**Contextualization:** I am often in situations where evidence-based decision-making conflicts with personal faith-based values. Though continuing to maintain my personal beliefs, this is resolved by prioritizing the empirical findings. Any biases that influence my decisions may render ineffective organizational outcomes.

**Comment 4:**

**Quote/Paraphrase**:“…when we read world-viewishly as Christians, we should be aware that our own worldview may suggest alternatives or support specific elements we have discovered as we read carefully. One important value of reading is first to see others as they see themselves and then to see them from a biblical perspective. We thus come to understand better our neighbors, our society, ourselves, and even God.” (chap. 2)

**Essential Element:** This quote is associated with the essential element faith-integrated hermeneutics: reading for worldviews.

**Additive/Variant Analysis:** Additive to my understanding, Zimmerman highlights the influence of worldview on interpretation and emphasizes that for Christians, scripture should be the ultimate guide for understanding truth. Ethical decision-making is informed by a biblical worldview, even as they engage with diverse perspectives.

**Contextualization:** In social leadership, where ethical principles often change depending on societal norms, integrating a faith-based hermeneutic offers a constant ethical anchor. Applying scripture to leadership challenges me to maintain integrity and compassion, ensuring that all decision-making aligns with both spiritual and ethical principles. It allows a moral compass that transcends purely secular considerations, such as profit or policy.

**Source 3:** O'Leary, Z. (2007). *The social science jargon buster: The key terms you need to know*. SAGE Publications Ltd.

**Comment 5:**

**Quote/Paraphrase:**"Welcome to the world of the social sciences; a world where terms are often obscure, meanings can be dense, and professors tend to forget you’re new to the lingo and unfamiliar with the ‘jargon’. And there’s an awful lot of ‘jargon’ to get your head around. Philosophers, sociologists, economists – in fact social theorists of all sorts – have adopted, adapted, modified, twisted, created, and re-created a bevy of terms that are not intended to confuse you, but can certainly do the job. Now as tempting as it might be to skirt around such ‘jargon’ or simply apply everyday understandings to key social science terms, engaging ‘jargon’ is actually central to our understanding. Yes, I realize that, when you’re standing on the outside, it might seem like social science terms are somewhat vague, abstract, pretentious or even meaningless." (preface, p. ix)

**Essential Element:** This quote is associated with the essential element interpretive methods in social research.

**Additive/Variant Analysis:** Variant to this quote’s understanding, any jargon can be a barrier to communication and limit access to knowledge for those unfamiliar with the terminology. The overuse of technical terms alienates audiences and reduces the effectiveness of communication, especially when discussing issues that require broad participation.

**Contextualization**: In situations where I communicate with a broader audience, jargon must be simplified to ensure inclusivity. Ethical leadership requires that all stakeholders understand the principles at play, using clear, accessible language; ensuring that everyone participates meaningfully, and without exclusion.

**Comment 6:**

**Quote/Paraphrase:** "A posteriori propositions are pretty straightforward since we tend to be comfortable with knowledge based on memories, experiences and data derived from our senses. ‘I had breakfast this morning’, ‘lemons are sour’, and ‘I have a cold’, are all a posteriori statements based on factual experience. A priori arguments are a bit trickier since they come ‘before the facts’ and stand without experiential evidence. Truth-value here relies on reason, for example, ‘triangles have three sides’ and ‘a straight line is the shortest distance between two points’. On a more colloquial level, a priori literally means beliefs that do come ‘before the facts’ and can refer to propositions based on things like hearsay and folklore." (p. 12)

**Essential Element:** This quote is associated with the essential element interpretive methods in social research.

**Additive/Variant Analysis:** O'Leary contrasts two critical forms of reasoning, a posteriori and a priori, highlighting the distinction between knowledge gained from experience and knowledge assumed prior to evidence. Additive to this quote’s understanding is that this distinction is crucial, as it influences how researchers frame ethical questions.

**Contextualization:** In social leadership settings, I recognize the importance of prioritizing *a posteriori* knowledge, particularly when making decisions that affect diverse groups. Relying too heavily on *a priori* assumptions leads to biased decisions. Ensuring that decisions are grounded in empirical evidence allows me to act with greater ethical responsibility, balancing empirical evidence (a posteriori) with my faith-based assumptions (a priori).

**Source 4:** Pyrczak, F., & Tcherni-Buzzeo, M. (2019). *Evaluating research in academic journals: A practical guide to realistic evaluation (7th ed.)*. Routledge.

**Comment 7:**

**Quote/Paraphrase:** “Mixed methods research incorporates both qualitative and quantitative methods to address the same research topic. By incorporating both types of methods, mixed methods studies are ideally suited for rendering understanding of phenomena that can be difficult to understand using either a qualitative or a quantitative approach alone.” (chap. 12)

**Essential Element:** This comment is associated with the essential element interpretive methods in social research.

**Additive/Variant Analysis:** This quote is additive to the current understanding that the integration of qualitative and quantitative methods represents in modern research. Nuanced exploration enables researchers to explore relevant data from multiple perspectives.

**Contextualization:** In the context of leadership, mixed-method research strengthens ethical decision-making by combining measurable outcomes with human-centered insights. This evolution in research reflects the complexity of real-world problems, while providing a strong basis for developing real-world solutions.

**Comment 8:**

**Quote/Paraphrase: “**Mixed methods designs are conceived to render findings that extend beyond only qualitative or quantitative designs. Given the additional detail that mixed methods are designed to add, the findings of the research must likewise extend beyond the direct findings of the qualitative and quantitative components. Specifically, the results should be integrated

where questions are answered through comparing and contrasting the qualitative and quantitative results.” (p. 148)

**Essential Element:** This quote is associated with the essential element scholarly writing techniques/APA style.

**Additive/Variant Analysis:** A variant understanding of this quote opposes mixed methods, advocating for a clear separation between qualitative and quantitative research, as combining them can dilute the specificity of each approach. Focusing on one method allows for precision, which is more beneficial in answering complex research questions.

**Contextualization:** The concept of using mixed methods mirrors my need to integrate both secular and spiritual perspectives in leadership, specifically in casting vision and developing policy. Just as mixed methods research balances hard data with human experiences, I must balance measurable organizational outcomes with moral and ethical considerations in both social and Christian contexts.

**Source 5:** Haack, D. (2009). A practical method of Bible study for ordinary Christians. Ransom Fellowship Publications.

**Comment 9:**

**Quote/Paraphrase :** “Reading books and articles on how to develop, practice, and use skills on your own is important, but working on them in a group with other believers, under the guidance of an experienced leader, will help you sharpen your understanding of and use of the skills." (p. 8)​

**Essential Element:** This quote is associated with the essential element scholarly writing techniques/APA style.

**Additive/Variant Analysis:** This quote is additive to the understanding of the collaborative nature of scholarly writing. Group study and shared knowledge enhances individual understanding. In scholarly writing, this principle translates into the importance of peer review and collaborative discussions in developing clear and well-structured arguments.

**Contextualization:** For leaders, working within a community, whether academic or religious, fosters a deeper and more nuanced approach to ethical leadership. Furthermore, this creates a collective mentality to uphold ethical standards with deeper convictions and collaboration.

**Comment 10:**

**Quote/Paraphrase:** “The psalmist took delight in God’s law and the law is a section of Scripture which most people would suspect is the most boring of all ! Serious study can be hard work, and it certainly takes discipline, but the Word of God is not boring." (p. 3)​

**Essential Element:** This quote is associated with reading techniques for scholarly subject research.

**Additive/Variant Analysis:** This quote is additive to the understanding that while disciplined study is necessary, the inherent richness of the Word of God makes the effort rewarding. It mirrors the concept that scholarly research requires the same level of engagement and perseverance, acknowledging the value in consistent, deep inquiry.

**Contextualization:** In my dual role as a leader in both Christian and social spheres, this insight affirms the resolve to not shy away from the challenging work of studying both scripture and scholarly texts. The discipline required for this effort directly impacts my ability to lead not only intellectually, but also in terms of moral clarity.

**Source 6:** Moslehpour, M., Pham, T. S., Wong, W. K., & Bilgiçli, İ. (2022). The relationship between ethical leadership and employee job satisfaction: The mediating role of media richness and perceived organizational transparency. *Frontiers in Psychology, 13*, 789345. https://doi.org/10.3389/fpsyg.2022.789345

**Comment 11:**

**Quote/Paraphrase:** "Ethical leadership is grounded in the principles of fairness, honesty, and responsibility. Leaders who embody these values create a work environment where employees feel respected and valued. In Christian leadership, these principles are rooted in biblical teachings, particularly the call to love and serve others. Ethical leaders demonstrate these values in their everyday interactions, ensuring that their decisions reflect both professional ethics and spiritual values. By integrating faith into their leadership, Christian leaders inspire others to act with integrity and compassion." (p. 11).

**Essential Element:** This comment is associated with the essential element faith-integrated hermeneutics.

**Additive/Variant Analysis:** This quote is variant to typical understandings of faith integration in the workplace. In secular environments, interpretations of fairness and responsibility come from organizational codes of conduct rather than religious texts. Ethical principles may still exist but are tied to professional standards and societal expectations rather than spiritual values.

**Contextualization:** For both current and future work**,** I recognize that ethical values may be grounded in professional standards rather than religious beliefs. My goal is to respect diverse worldviews while ensuring my leadership promotes integrity and fairness across different ethical frameworks.

**Source 7:** Sharma, A., Agrawal, R. K., & Khandelwal, U. (2019). Developing ethical leadership for business organizations: A conceptual model of its antecedents and consequences. *Leadership & Organization Development Journal, 40*(6), 713-732. https://doi.org/10.1108/LODJ-06-2018-0216

**Comment 12:**

**Quote/Paraphrase: “**In social research, ethical leadership is often evaluated through the lens of moral behavior, integrity, and the impact on organizational culture. Researchers examine how leaders influence their followers and shape the ethical climate of the organization. Ethical leadership is associated with positive outcomes such as increased employee satisfaction, reduced turnover, and enhanced organizational commitment. By modeling ethical behavior, leaders set the tone for the entire organization, influencing the actions and decisions of their followers. The role of ethical leadership is therefore critical in promoting a positive and ethical organizational culture." (p. 730)

**Essential Element:** This quote is associated with the essential element interpretive methods in social research.

**Additive/Variant Analysis:** This quote is additive to the importance of using research to shape organizational culture and improve outcomes such as employee satisfaction and commitment. Organizations must influence their communities through ethical actions.

**Contextualization:** In leadership, direct actions influence the broader culture of an organization. By prioritizing ethics, the work environment promotes trust, satisfaction, and commitment. In high-pressure environments, balancing ethical behavior with organizational success is challenging, which emphasizes the importance of empirical research in making ethical decisions that ensure the long-term viability of my organization.

**Works Cited**

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