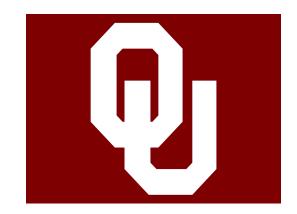
## HOPEAS A THEORY OF CHANGE

Chan M. Hellman – ASSOCIATE DEAN COLLEGE OF ARTS & SCIENCES



## Is Hope Important?

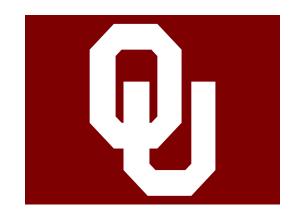




"...the gross national product does not allow for the health of our children, the quality of their education or the joy of their play. It does not include the beauty of our poetry or the strength of our marriages, the intelligence of our public debate or the integrity of our public officials.

It measures neither our wit nor our courage, neither our wisdom nor our learning, neither our compassion nor our devotion to our country, it measures everything in short, except that which makes life worthwhile."

- Robert F. Kennedy



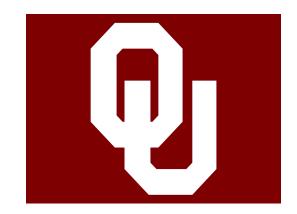
- Life, Liberty and the pursuit of Happiness.
- When asked what we want in life, we ultimately refer to the pursuit of happiness.
- Over the past century, well-being was based on the reduction of psychological problems. That is, going from a -8 to a 0.
- Consider the concept of Burnout.



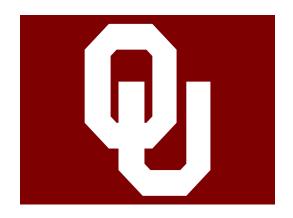
- For the last 10 years, research in the US indicates that only about 30% of employees are actively engaged in their work.
- © Gallup estimates that these actively disengaged employees cost the U.S. between **\$450 billion to \$550 billion** each year in lost productivity.
- Disengagement predicts:
  - Absenteeism and turnover.
  - Decreased safety.
  - Customer satisfaction/retention.
  - Profitability.
- How to improve employee engagement?
  - Selection practices.
  - Develop employee strengths.
  - Enhance employee well-being.



- ©Recently, social science researchers and practitioners have begun to ask....
  - What if we studied what is right with people?
  - What are the psychological traits (strengths) that allow individuals, groups, and communities to thrive?
  - What makes a life good?
- © Research has identified 24 strengths that enhance our capacity to flourish.



- Improving these strengths allow us to:
  - be more engaged,
  - experience positive emotions,
  - develop and maintain positive relationships,
  - find meaning in the pursuit of our goals.
- These strengths serve us best when we face adversity.
- © Empirical studies of the 24 strengths have demonstrated that hope is one of the top predictors of well being for both children and adults.

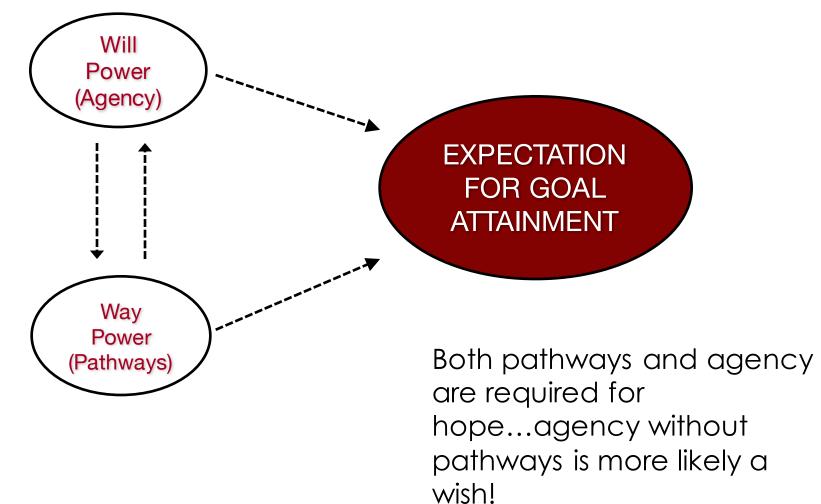


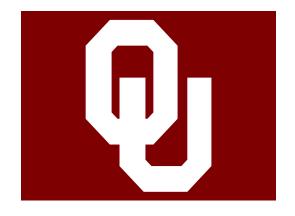
## HOPE THEORY

- Each of us are motivated to pursue goals.
  - Desirable goals
  - Subjective assessment of goal-related capabilities
  - The goal has some degree of probability
- O Hope requires the ability to create credible mental strategies (pathways) to achieve the goal and the ability to direct and maintain mental energy (agency) to these pursuits.
- Pathways = Waypower and Agency = Willpower.
- High hope individuals often imagine multiple pathways that are crucial when encountering barriers.





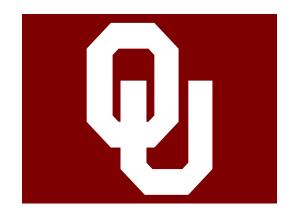




## THE SCIENCE OF HOPE

## Why Hope Matters

- Almost 2,000 empirical studies have been conducted on hope in the areas of:
- Education
- Social Service
- Health Care
- Organizations
- Communities
- Mopeful individuals, families, organizations, and communities Thrive.



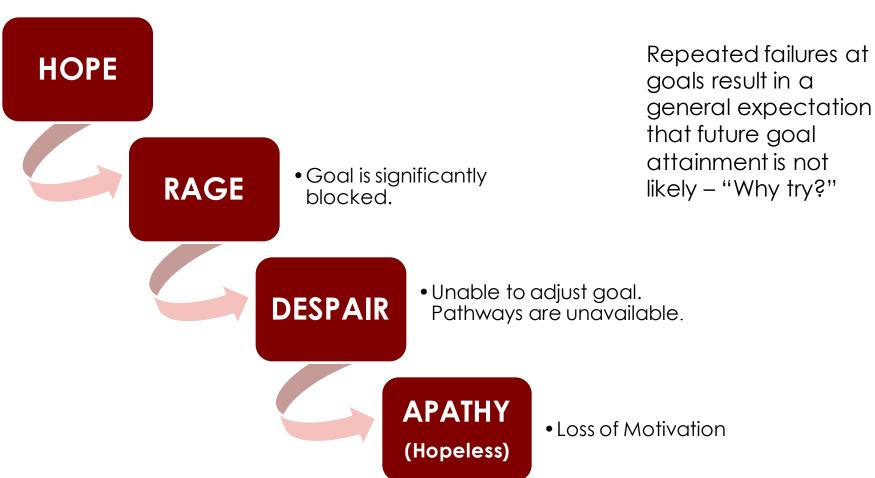
## The Science of Hope

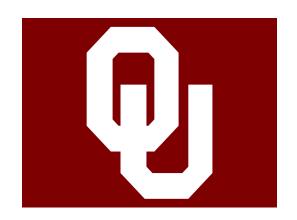
## Why Hope Matters

- Low hope individuals recognize their deficiency in pathways and agency.
  - Lack sense of long term goals.
  - Feel blocked from their goals.
  - Approach goals with negative emotion and focus on failure.
- Individuals with low hope:
  - Higher negative affect
  - Higher likelihood of quitting goal pursuits.
  - Higher anxiety and depression.
  - Lower self-esteem.
  - Lower problem solving skills.
  - Higher likelihood of externalizing negative behaviors.

## THE SCIENCE OF HOPE



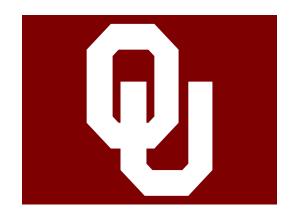




## THE POWER OF HOPE

#### SAMPLE STUDIES FROM OUR CENTER

- Child Abuse Pediatricians: Hope, Work Meaning, Compassion Fatigue, and Burnout.
- Hope, Job Satisfaction, Turnover intentions among human service employees.
- Leader hope, training effectiveness, and program implementation.
- O How hopeful is Tulsa? A Community wide assessment of hope and its relationship to the built environment.



## THE POWER OF HOPE

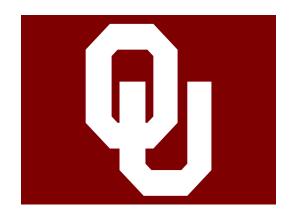
#### HOPE AND ORGANIZATIONAL PERFORMANCE

- Property leaders are associated with transformational style rather than transactional or laissez faire style.
- Phope is associated with higher performance, organizational citizenship, self-confidence, commitment and satisfaction.
- O Hope is a coping resource potentially mitigating the negative effects of burnout. Hope predicts engagement and reduces withdrawal behaviors.
- © Economics of hope: Examination of character development in individuals and communities that foster prosperity.
  - 21% increased income.
  - One hour per day of increased productivity.

# MEASURING HOPE: AN EXAMPLE FOR THURSTON COUNTY.



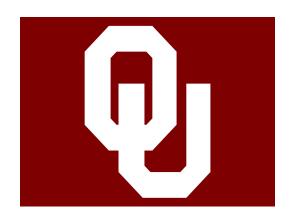
- Application to Individuals, Organizations, and Communities
  - Adult Hope Scale (Snyder et al., 1991)
  - Hope Worksheet (Hellman et al., 2015)



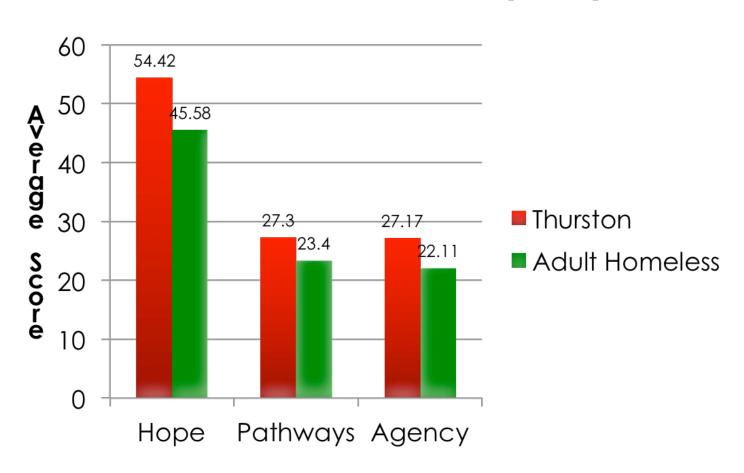
#### RESULTS FROM SURVEY (N=54)

#### What we Measured:

- Hope (a= .86; 8-item Adult Hope Scale Snyder et al 1991).
- Positive Affect (a = .85; 6-item SPANE -- Diener & Biswas-Diener, 2009).
- Negative Affect (a = .81; 6-item SPANE -- Diener & Biswas-Diener, 2009).
- Flourish (a = .85; 8-item -- Diener & Biswas-Diener, 2009).
- Life Satisfaction (a = .88; 5-item SWLS- Diener et al 1985).



#### RESULTS FROM SURVEY (N=54)

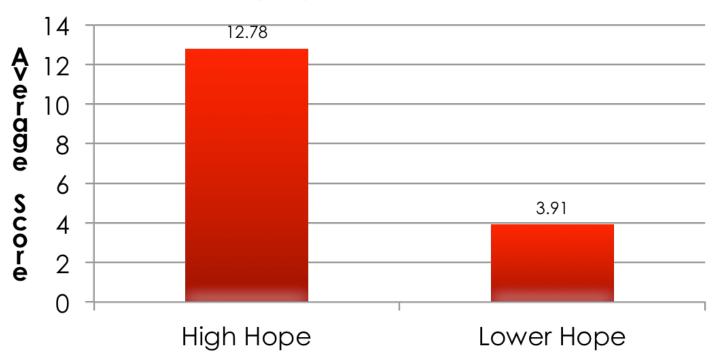


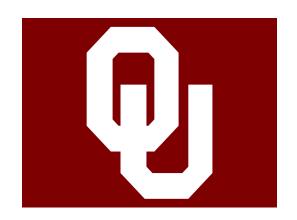


### RESULTS FROM SURVEY (N=54)

#### **Affect Balance**

F(1,45) = 18.26; p < .001

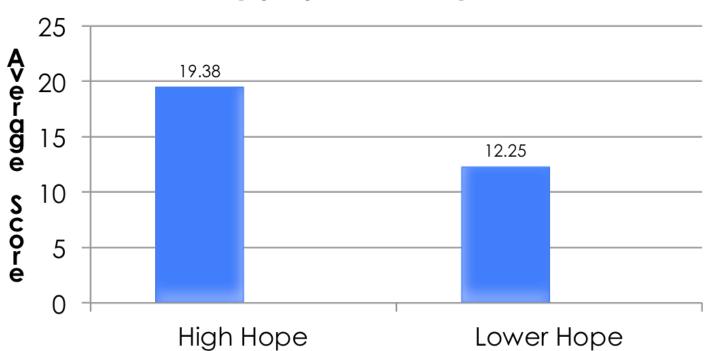


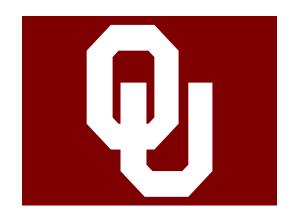


#### RESULTS FROM SURVEY (N=54)

#### Capacity to Flourish

[F(1,47) = 13.51; P < .01]





#### RESULTS FROM SURVEY (N=54)

#### Correlations Between Hope and Well-Being

Variable	HOPE
Positive Affect	r = .67*
Negative Affect	r =68*
Flourish	r = .81*
Life Satisfaction	r = .77*

## THE POWER OF HOPE



**HOPE** 

Progress Reinforces
Pathway/Agency Relationship

Creating Future Memories of Success

 Barriers are Considered and Pathways Adjusted

Viable Pathways

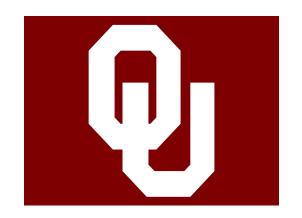
 Clarifying Goals Increases Agency **Goal Setting** 





## THE POWER OF HOPE.

- Hope represents a theory of change that helps us understand how individuals, families, organizations, and communities thrive
- The power of hope is that it provides a common language for collective impact.



## The Science and Power of Hope



