# HOPEAS A THEORY OF CHANGE

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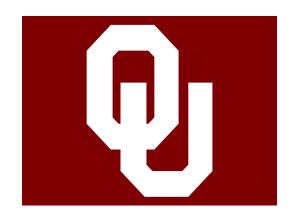
# Is Hope Important?





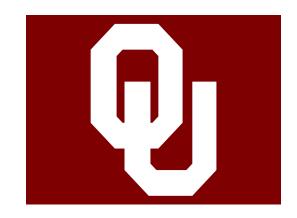
#### The Desire to Flourish

- When asked what we want in life, we ultimately refer to the pursuit of happiness.
- Happiness (or well-being) is referred to the subjective evaluation of one's life experiences along with positive emotional experience.
- Well-being was based on the reduction of psychological problems. That is, going from a -8 to a 0.
- Consider the concept of Burnout.



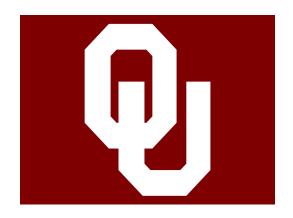
#### The Desire to Flourish

- Positive Psychology (1998, 2000) unified researchers and practitioners 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?
- © Research has identified 24 strengths that enhance our capacity to flourish.



#### The Desire to Flourish

- Improving these strengths allow us to be more engaged, experience positive emotions, develop and maintain positive relationships, and find meaning in the pursuit of goals.
- These strengths are important coping resources that can protect us from stress and 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.

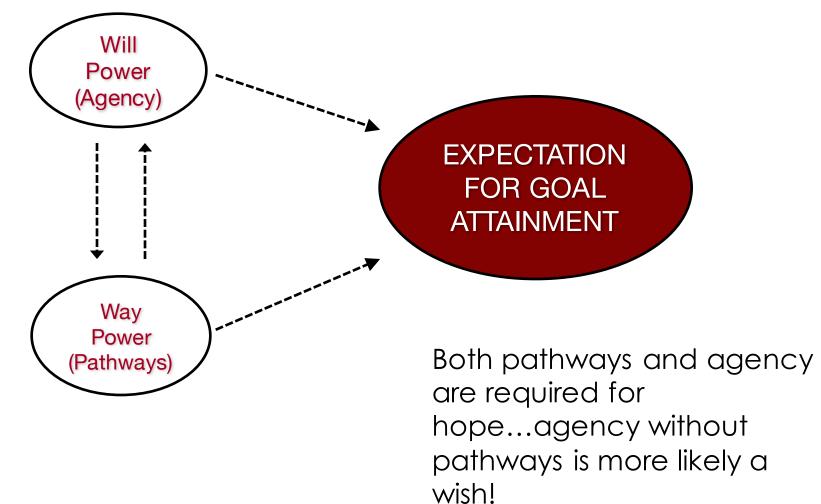


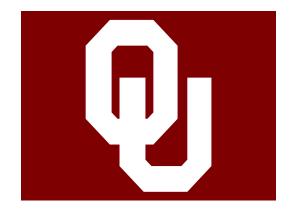
#### HOPE THEORY

- 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.





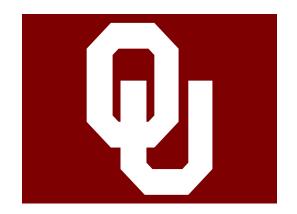




#### THE SCIENCE OF HOPE

#### 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.

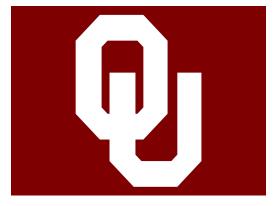


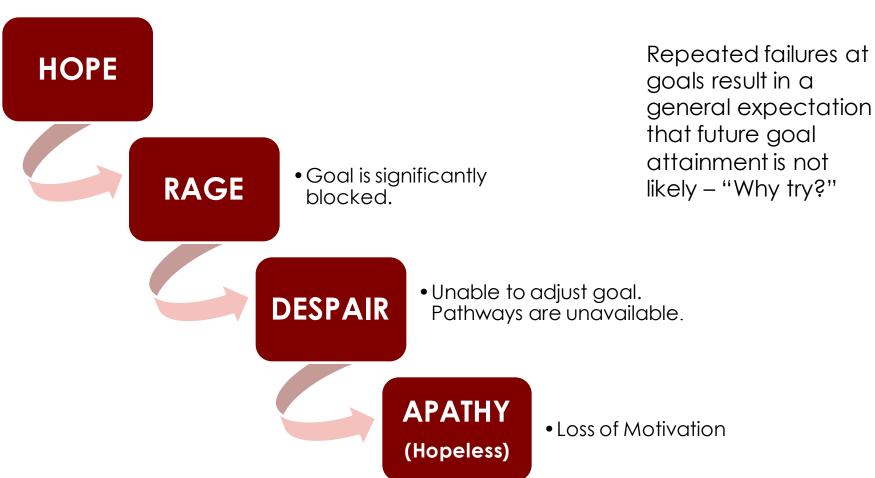
# The Science of Hope

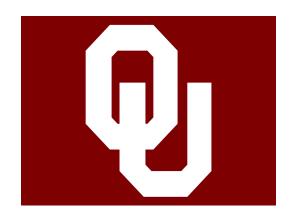
#### Why Hope Matters

- 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

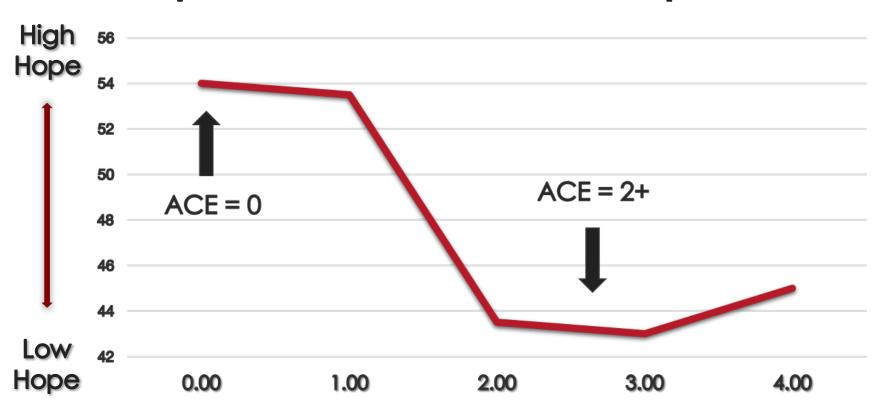




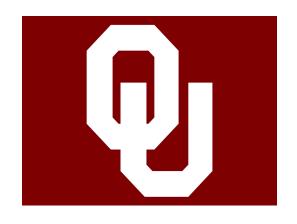


#### THE SCIENCE OF HOPE

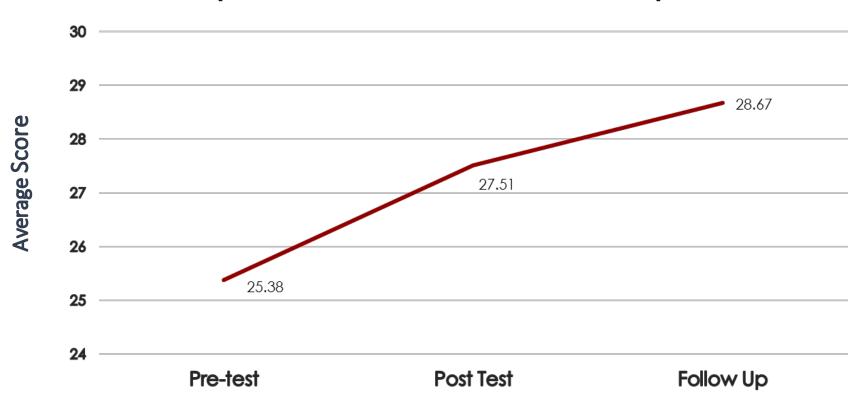
#### Hope and Adverse Childhood Experience



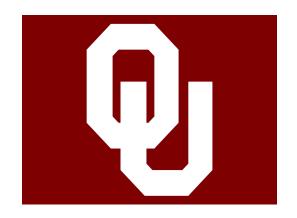
Munoz, R., Brahm, N., Chancellor, R., & Fox, M. (2015). The treatment effect of illicit drugs in buffering the relationship between PTSD and stress. Presented at the *National Health Care for the Homeless Conference*.



#### Camp HOPE California, Children's Hope Index



Hellman, C. M. & Gwinn, C. (Under review). Children exposed to domestic violence: Examining the effects of Camp HOPE on children's hope, resilience, and strength of character. *Journal of Family Violence*.



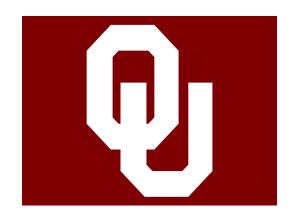
# OINCREASES IN HOPE WERE ASSOCIATED WITH:

- OHigher energy (zest)
- Perseverance toward goals (grit)
- Ability to regulate thoughts and emotions (self-regulation)
- Expectation toward a positive future (optimism)
- Appreciation toward others (gratitude)
- Desire to seek out new things (curiosity)
- Awareness of others feelings (social intelligence)



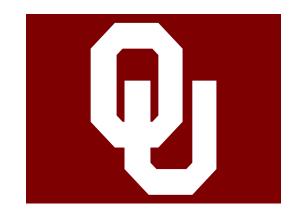
#### SAMPLE STUDIES FROM OUR CENTER

- 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.
- How hopeful is Tulsa?



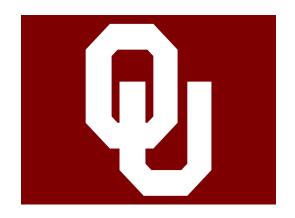
#### HOPE AND ORGANIZATIONAL PERFORMANCE

- O Hopeful leaders are associated with transformational style rather than transactional or laissez faire style.
- O Hope is associated with higher performance, organizational citizenship, and satisfaction.
- O Hope is a coping resource potentially mitigating the negative effects of burnout.
- O Hope is a cognitive based motivational process associated with goal expectancy theory.



#### **MEASURING HOPE**

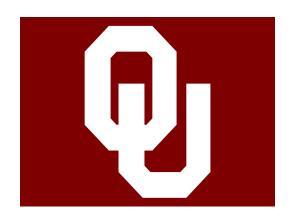
- Application to Individuals, Organizations, and Communities
  - Adult Hope Scale (Snyder et al., 1991)
  - Hope Worksheet (Hellman et al., 2015)
  - Validity and Reliability



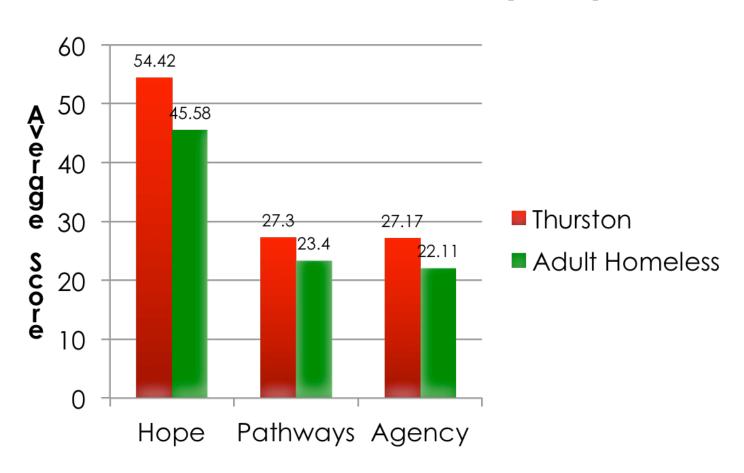
#### RESULTS FROM SURVEY (N=54)

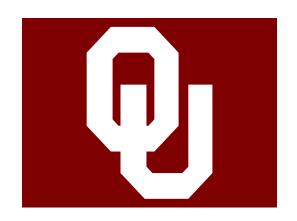
#### What we Measured:

- 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).
- Flouris (a = .85; 8-item -- Diener & Biswas-Diener, 2009).
- Life Satisfaction (a = .88; 5-item SWLS- Diener et al 1985).



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

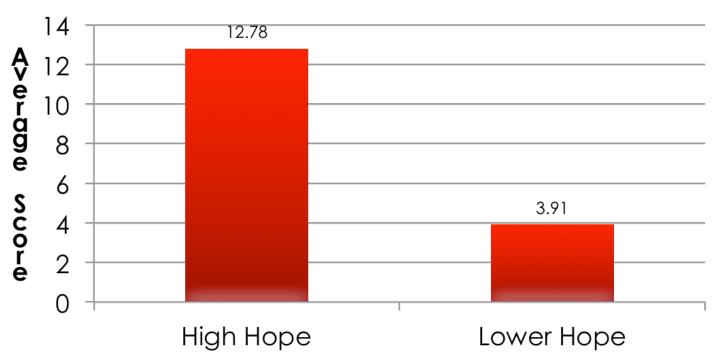




#### RESULTS FROM SURVEY (N=54)

#### **Affect Balance**

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

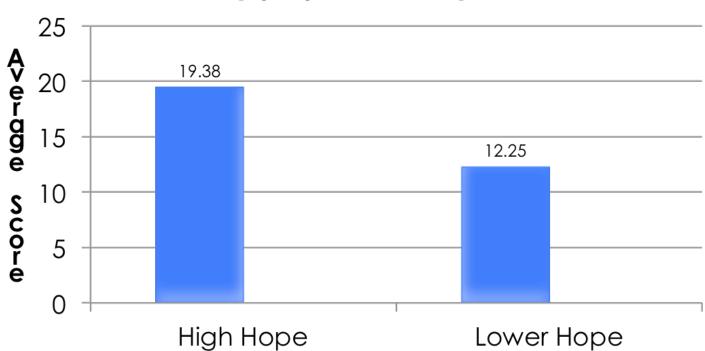


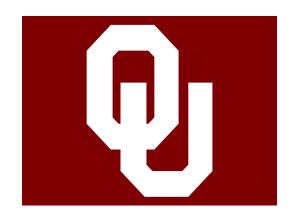


#### RESULTS FROM SURVEY (N=54)

#### Capacity to Flourish

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

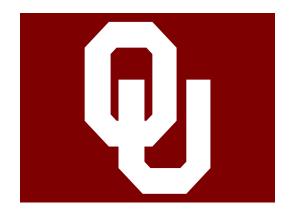




#### RESULTS FROM SURVEY (N=54)

#### Correlations Between Hope and Well-Being

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



**HOPE** 

Progress Reinforces
Pathway/Agency Relationship

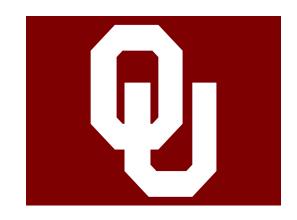
Creating Future Memories of Success

 Barriers are Considered and Pathways Adjusted

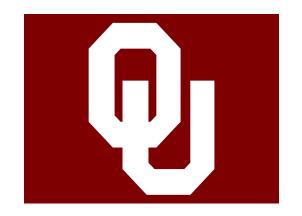
Viable Pathways

 Clarifying Goals Increases Agency **Goal Setting** 





- 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



