

The Power of Hope

National Institute for Staff and Organizational
Development

October 17, 2018

Virtual Conference

Scott Geddis, Faculty

Phoenix College

President, Inspired Engagement

Session Outcomes

After this workshop participants will agree with the following statements:

- I can explain what hope is.
- I have a working knowledge of hopeful thinking.
- I have at least 3 ideas for increasing my hopefulness to achieve a personal goal.
- I have at least 3 ideas for increasing hope in those around me.
- I am glad I attended this session.

The very purpose of our life is happiness, which is sustained by hope.

We have no guarantee about the future, but we exist in the hope of something better.

Hope means keeping going, thinking, 'I can do this.'

It brings inner strength, self-confidence, the ability to do what you do honestly, truthfully and transparently.

Dali Lama

What is Hope?

Hope is the belief that the future will be better than the present, along with the belief that you have the power to make it so.

-Shane Lopez

Hope is a positive **motivational state** that is based on an inter-actively derived sense of successful:

agency (Willpower and goal directed energy)

pathways (Waypower and planning to meet goals)

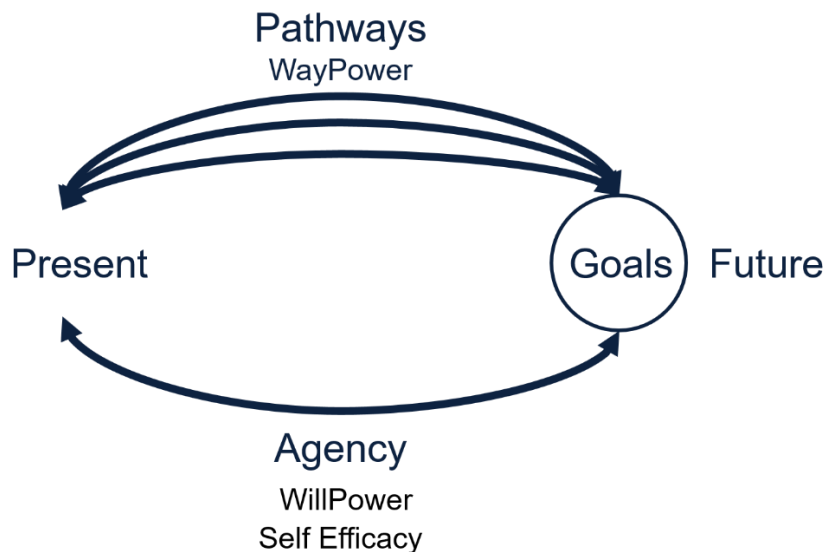
-C.R. Snyder

Hope is a **perceived capacity** to produce clear **goals** along with **routes** to reach those goals and the **motivation** to use those. routes

-Lopez and Snyder

Hope is not a lottery ticket

What is Hope?



- **Goals** - any objects, experiences, or outcomes that we imagine and desire in our minds.
- **Agency / Willpower** - the driving force in hopeful thinking. A sense of mental energy that over time helps propel us toward our goals.
- **Pathways / Waypower** - reflects the mental plans or road maps that guide hopeful thoughts

Why Hope?

With all other conditions equal, Hope leads to

12% ↑ academic performance

14% ↑ workplace outcomes

10% ↑ happiness

Measuring Hope

Putting Hope to the Test

Read each item carefully. Using the scale next to each item please circle the response that best describes you.

	Strongly Disagree				Strongly Agree
1. My future will be better than the present.	1	2	3	4	5
2. I have the power to make my future better.	1	2	3	4	5
3. I am excited about at least one thing in my future.	1	2	3	4	5
4. I see many paths to my goals.	1	2	3	4	5
5. The paths to my important goals are free of obstacles.	1	2	3	4	5
6. My present life circumstances are the only determinants of my future.	1	2	3	4	5
7. My past accomplishments are the only determinants of my future.	1	2	3	4	5
8. I make others feel excited about the future.	1	2	3	4	5
9. I spread hope through modeling or support of others.	1	2	3	4	5
10. I spread hope through the way I live my life.	1	2	3	4	5

Total Score Questions 1 – 5 _____

Total Score Questions 6 – 7 _____

Total Score Questions 8 – 10 _____

The Adult Hope Scale

Directions: Read each item carefully. Using the scale shown below, please select the number that best describes YOU and put that number in the blank provided.

- 1. = Definitely False
- 2. = Somewhat False
- 3. = Somewhat True
- 4. = Definitely True

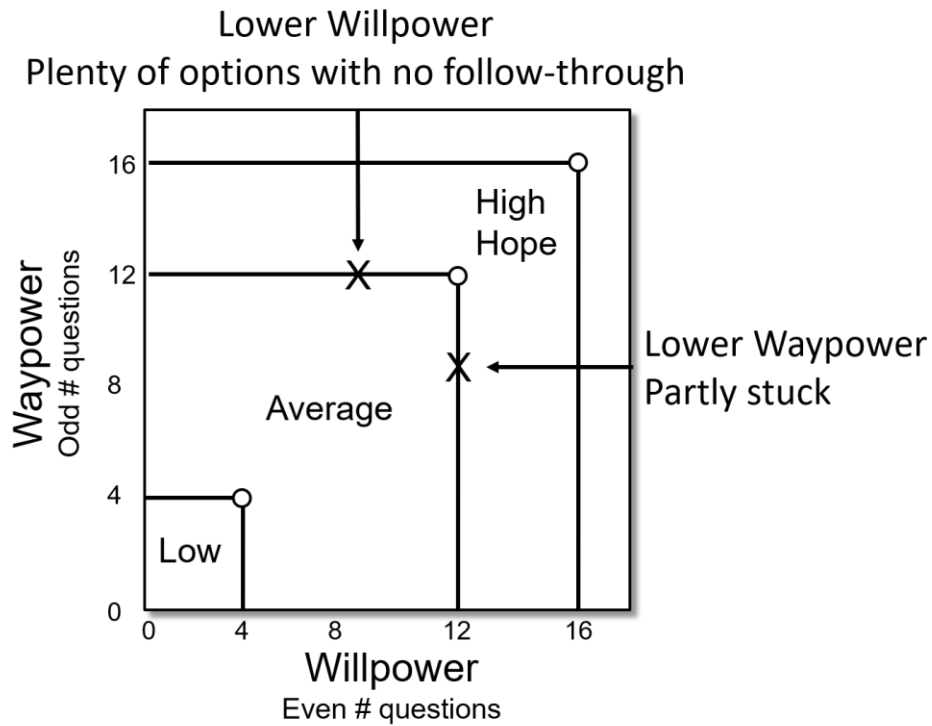
- ___ 1. I energetically pursue my goals.
- ___ 2. I can think of many ways to get out of a jam.
- ___ 3. My past experiences have prepared me well for my future.
- ___ 4. There are lots of ways around any problem.
- ___ 5. I've been pretty successful in life.
- ___ 6. I can think of many ways to get the things in life that are important to me.
- ___ 7. I meet the goals that I set for myself.
- ___ 8. Even when others get discouraged, I know I can find a way to solve the problem.

Total points given to even numbered questions _____ (Willpower)

Total points given to odd numbered questions _____ (Waypower)

Total points given to all questions (even+odd) _____ (HOPE)

How Hopeful are You?



High Hope

- High self esteem
- In control of own destiny
- Positive affectivity (being in the present and in flow)
- Competitive – seeing mastery
- Less depression
- Less anxious

Waypower and Willpower Scores:

If you scored at least 12 on both axes you have a strong foundation. Continue to keep your goals in mind while constantly thinking about various ways to obtain those goals.

- Waypower score lower: Partly Stuck
- Willpower score lower: Plenty of options with no follow-through

Gallup Student Poll

The Gallup Student Poll is a 24-question survey that measures the engagement, hope, entrepreneurial aspiration and career/financial literacy of students in fifth through 12th grade.

The Gallup Student Poll includes non-cognitive metrics with links to student success.

	Text	Theme
1	At this school, I get to do what I do best every day.	Engagement
2	My teachers make me feel my schoolwork is important.	Engagement
3	I feel safe in this school.	Engagement
4	I have fun at school.	Engagement
5	I have a best friend at school.	Engagement
6	In the last seven days, someone has told me I have done good work at school.	Engagement
7	In the last seven days, I have learned something interesting at school.	Engagement
8	The adults at my school care about me.	Engagement
9	I have at least one teacher who makes me excited about the future.	Engagement
10	I know I will graduate from high school.	Hope
11	I have a great future ahead of me.	Hope
12	I can think of many ways to get good grades.	Hope
13	I have many goals.	Hope
14	I can find many ways around problems.	Hope
15	I have a mentor who encourages my development.	Hope
16	I know I will find a good job in the future.	Hope
17	I will invent something that changes the world.	Entrepreneurial Aspiration
18	I plan to start my own business.	Entrepreneurial Aspiration
19	I am learning how to start and run a business.	Entrepreneurial Aspiration
20	I have my own business now.	Entrepreneurial Aspiration
21	I have a paying job now.	Career/Financial Literacy
22	I am learning how to save and spend money.	Career/Financial Literacy
23	I have a bank account with money in it.	Career/Financial Literacy
24	I am involved in at least one activity, such as a club, music, sports or volunteering.	Career/Financial Literacy
Demographic Items: Grade level, age, academic self-efficacy (2), plans after high school, race/ethnicity, gender, attendance		

How can you help students develop hope?

How can you create and sustain excitement in students about their future?

How can you help and inspire students' design of meaningful goals?

How can you develop agency in students?

How can you help students develop pathways?

Hope matters
Hope is a choice
Hope can be learned
Hope can be shared with others
Hopeful thinking is an infinite resource regardless of
budget!

Session Outcomes

Check if you agree with the following statements:

- I can explain what hope is.
- I have a working knowledge of hopeful thinking.
- I have at least 3 ideas for increasing my hopefulness to achieve a personal goal.
- I have at least 3 ideas for increasing hope in those around me.
- I am glad I attended this session.

Questions or comments email:
scott@inspired-engagement.com

Feedback Form, References, PowerPoint and handouts may be found at:
www.Inspired-engagement.com/hope

*“Hope” is the thing with feathers—
That perches in the soul—
And sings the tune without the words—
And never stops—at all—*

*And sweetest—in the Gale—is heard—
And sore must be the storm—
That could abash the little Bird
That kept so many warm—*

*I've heard it in the chilliest land—
And on the strangest Sea—
Yet, never, in Extremity,
It asked a crumb—of Me.*

-Emily Dickenson
