

# The Power of Hope

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*A Leadership Transformation*  
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Facilitated by  
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INSPIRE 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.

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*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

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## The Needs of Followers

Think of a leader who has had the most positive influence on your daily life?

List three words that best describe what this person contributes to your life?



Great Leaders Build a Culture of  
Trust, Compassion, Stability and Hope in Their Followers



## 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*

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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*

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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***



Humans are heliotropes and turn toward hope as if it is the sun shining on possibilities.

Hope is not about getting what you want but about seeing positive and generative possibilities that lie in the current reality.

***Where does your Hope come from?***



## Why Hope?

With all other conditions equal, Hope leads to

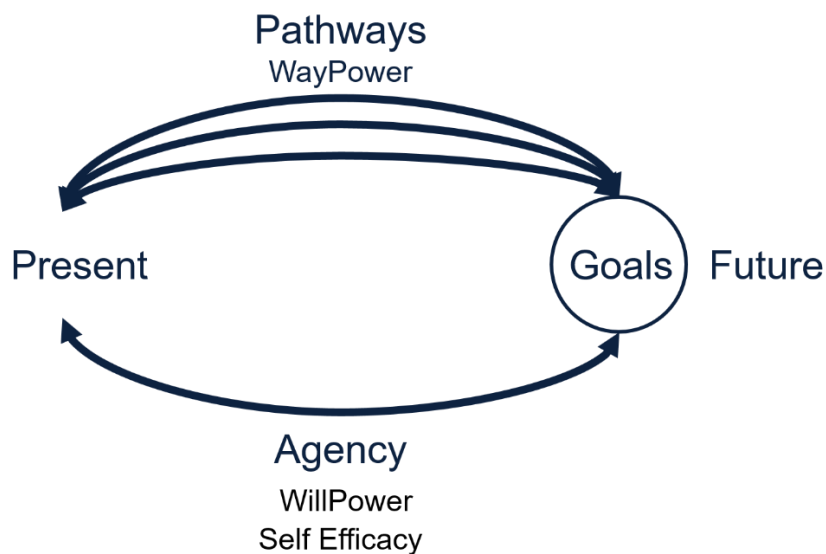
12% ↑ academic performance

14% ↑ workplace outcomes

10% ↑ happiness

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## Hope Cycle



- **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

## 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

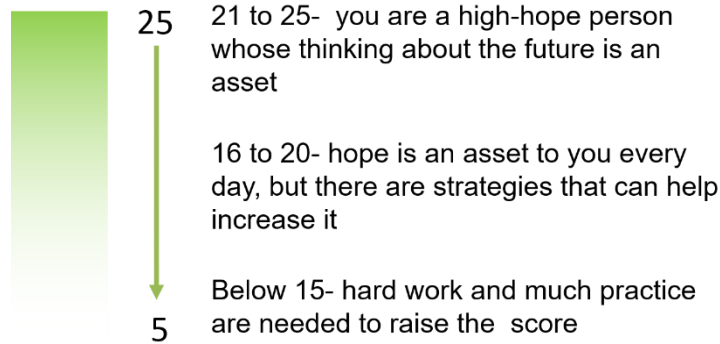
Total Score Questions 1 – 5 \_\_\_\_\_

Total Score Questions 6 – 7 \_\_\_\_\_

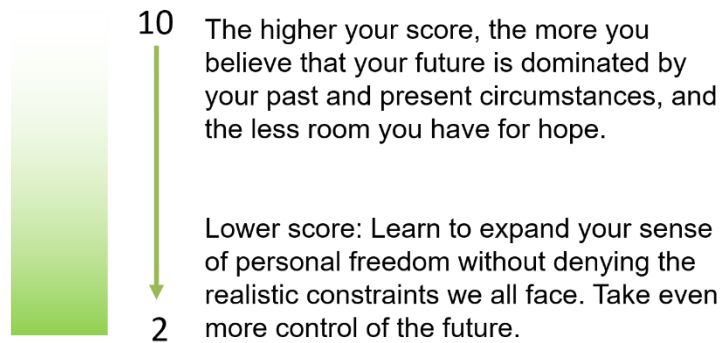
Total Score Questions 8 – 10 \_\_\_\_\_



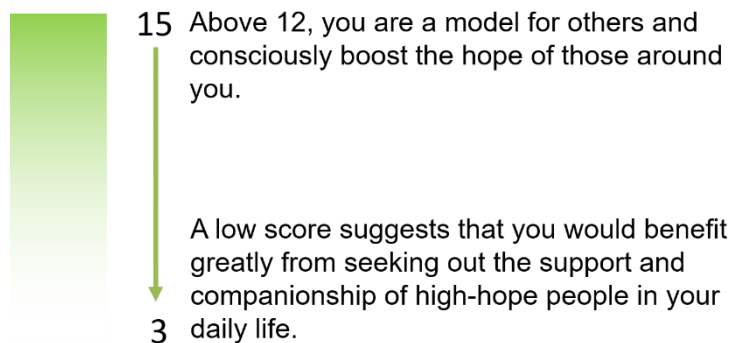
## Questions 1 -5: Hopeful Thinking



## Questions 6 & 7: Readiness



## Questions 8-10: Contagion





## 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.

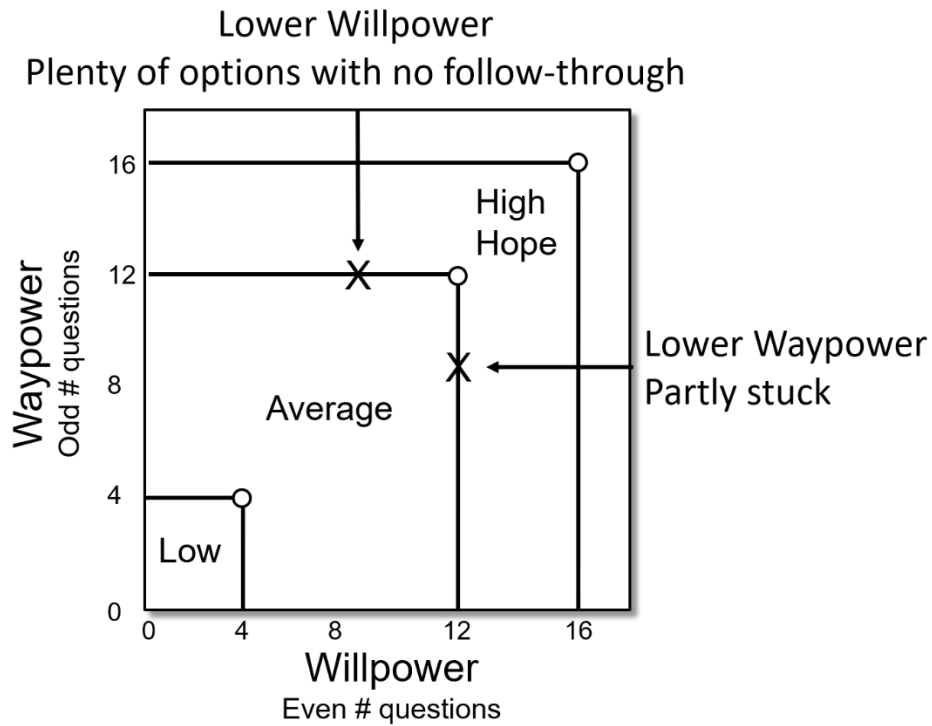
Total points given to odd numbered questions \_\_\_\_\_ (Willpower)

Total points given to even numbered questions \_\_\_\_\_ (Waypower)

Total points given to all questions (Odd + Even) \_\_\_\_\_ (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



## How can you develop hope in yourself and others?

### FUTURE

An idea of where we want to go, what we want to accomplish, who we want to be, whether tomorrow or over a lifetime.

How do you create and sustain excitement about the future? What are the new opportunities our evolving reality has provided?

### GOALS

Observable and measurable end results that lead to a desired future and are the mental anchors of hope.

How do you design meaningful goals? Do you help others design clear, aligned, meaningful, and measurable goals?

### AGENCY

Our perceived ability to shape our lives day to day. Agency makes us the authors of our lives.

How are you the author of your life? Do you develop self-determination, competence, and confidence in others?



## PATHWAYS

Routes through obstacles that stand in our way

How do you navigate obstacles? How do you help others develop pathways?

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*When accepted ways of doing things are not working well enough, then a leader's strong expectations about the destination (future), the processes to follow (pathways) and the capabilities of the team (agency) serve to make dreams (hope) come true.*

*Leadership Challenge- Kouzes and Posner*

Hope matters,  
Hope is a choice,  
Hope can be learned,  
Hope can be shared with others,  
Hopeful thinking is an infinite resource.



*“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

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Questions or comments email:  
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Feedback Form, References, PowerPoint and handouts may be found at:  
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