

The Power of Hope

In Uncertain Times

An Inspired Engagement Learn, Engage and Thrive
Professional Development Webinar

Facilitated by
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I N S P I R E D E N G A G E M E N T

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



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

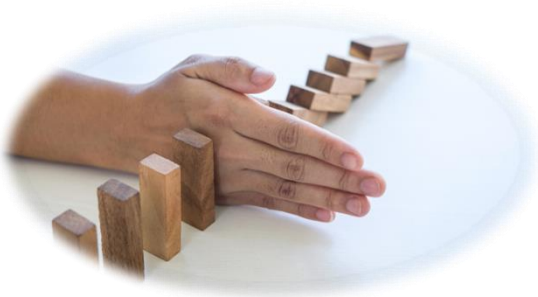
12% ↑ academic performance

14% ↑ workplace outcomes

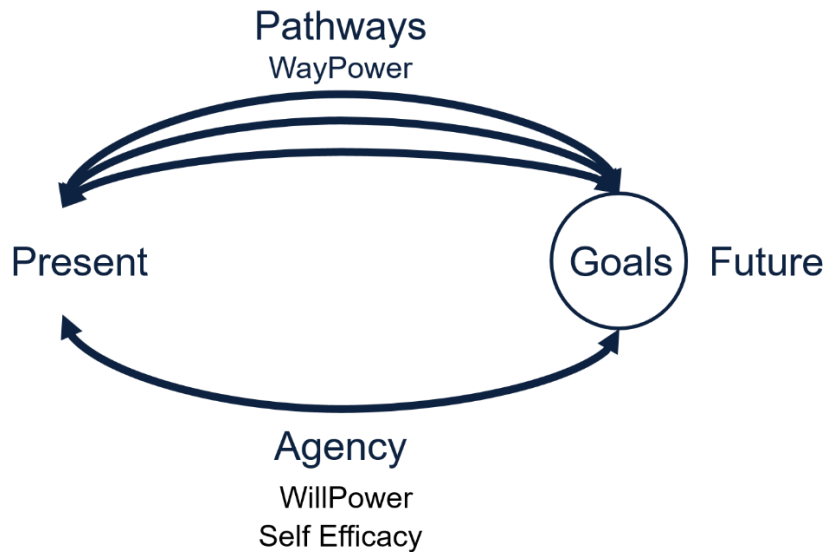
10% ↑ happiness



Great leaders and managers build a culture of Trust,
Compassion, Stability, and Hope



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

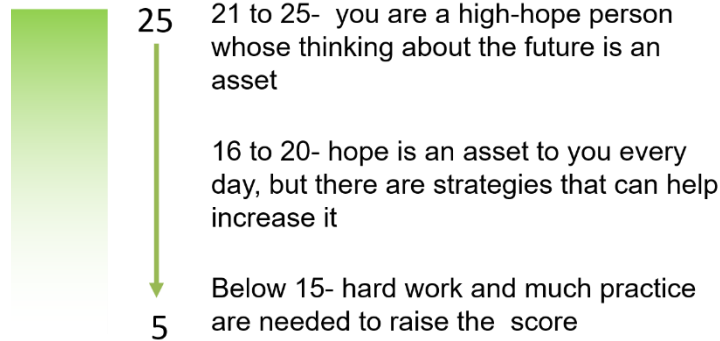
Total Score Questions 1 – 5 _____

Total Score Questions 6 – 7 _____

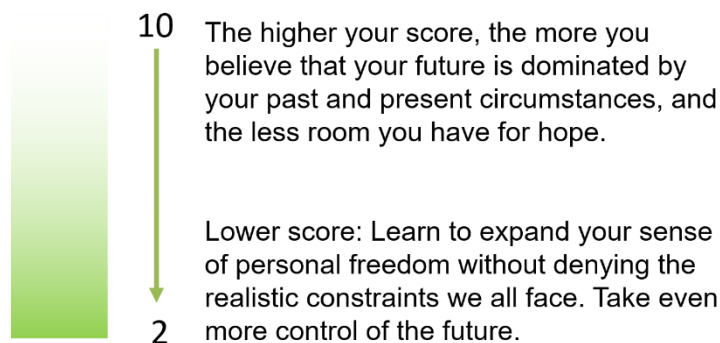
Total Score Questions 8 – 10 _____



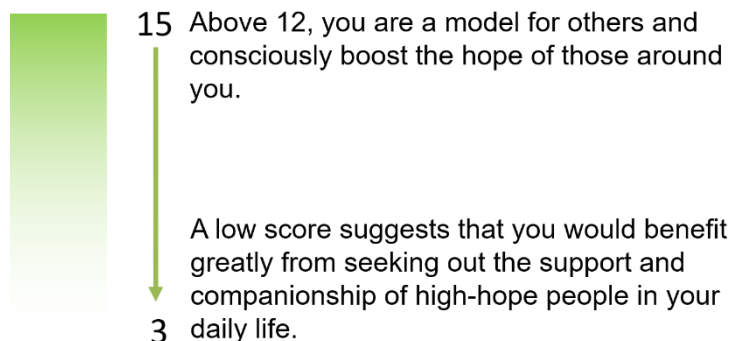
Questions 1 -5: Hopeful Thinking



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.

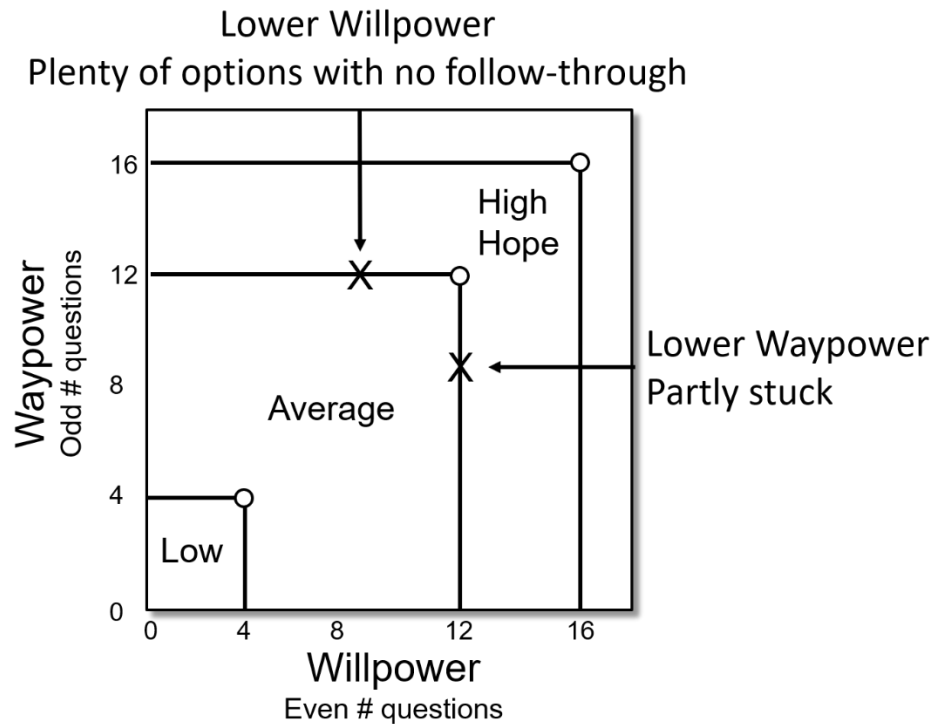
Total points given to odd numbered questions _____ (Willpower)

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

GOALS - How do you design meaningful goals? Do you help others design their goals? Are your goals specific, measurable, affirmative, realistic and time-bound?

AGENCY - How are you the author of your life?

PATHWAYS - How do you navigate obstacles?



Uncertainty Leads to Increased Fear

Fear Can Be a Barrier of Hopeful Thinking

As fear levels rise people:

- focus on personal security and safety, withdraw, become more self-serving, and more defensive.
- focus on smaller and smaller details, those things they can control.
- find it difficult to work together, and nearly impossible to focus on the bigger picture.
- become reactive and lose the capacity to understand their work as part of a larger system.



HOW ARE YOU PRACTICING HOPE TODAY?

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

Session Outcomes

Check if you agree with the following statements:

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- ☐ 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/workshop-resources/



*“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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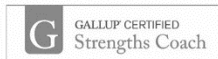
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