

WELCOME



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www.inspired-engagement.com/workshop-resources

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The Power of Hope



An Inspired Engagement Learn, Engage and Thrive Workshop

Photo: McKenzie River Trail, Oregon by SGeddis



Scott Geddis

President, Inspired-Engagement
Retired Faculty, Phoenix College



Activator-Command-Ideation-Strategic-Relator
Learner-Input-Intellection-Significance-Communication

Outcomes

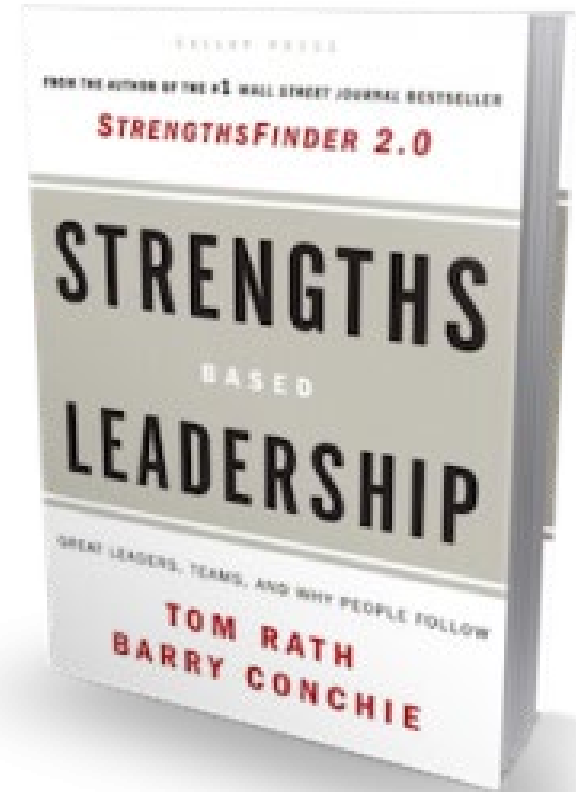
- ☐ I can explain what hope is
- ☐ I have a working knowledge of hopeful thinking
- ☐ I have at least 3 ideas for increasing my hopefulness to achieve a personal goal
- ☐ I have at least 3 ideas for increasing hope in others
- ☐ I am glad I attended this session



The Needs of Followers

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

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





Compassion

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



Stability



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.



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)



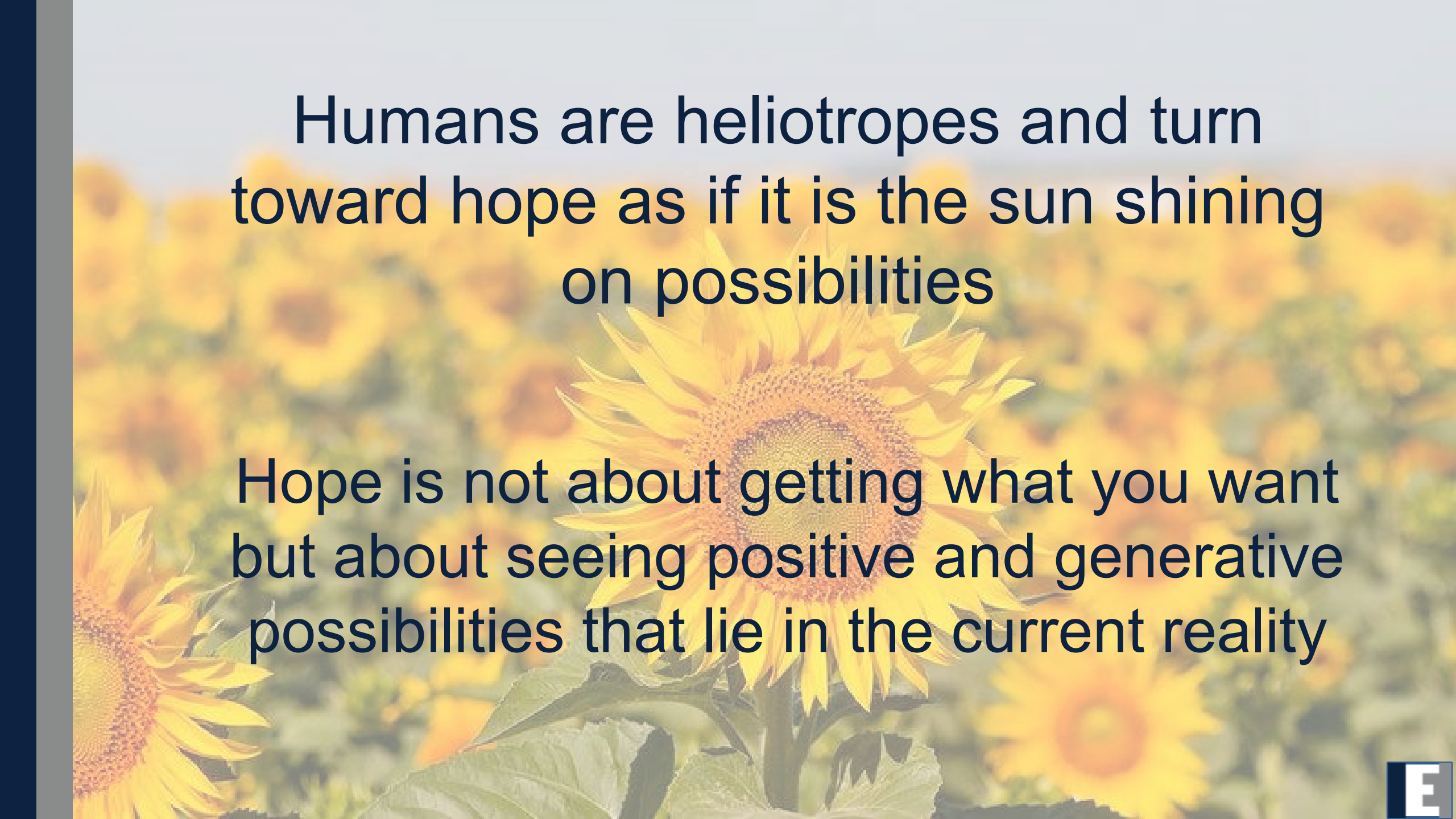
Hope is...

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





**Hope is not a
lottery ticket**

A background image of a field of sunflowers. A large, detailed sunflower is in the center foreground, with its yellow petals and brown center clearly visible. Other sunflowers are blurred in the background, creating a sense of depth. The overall tone is warm and positive.

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?





Hope

Why Hope?

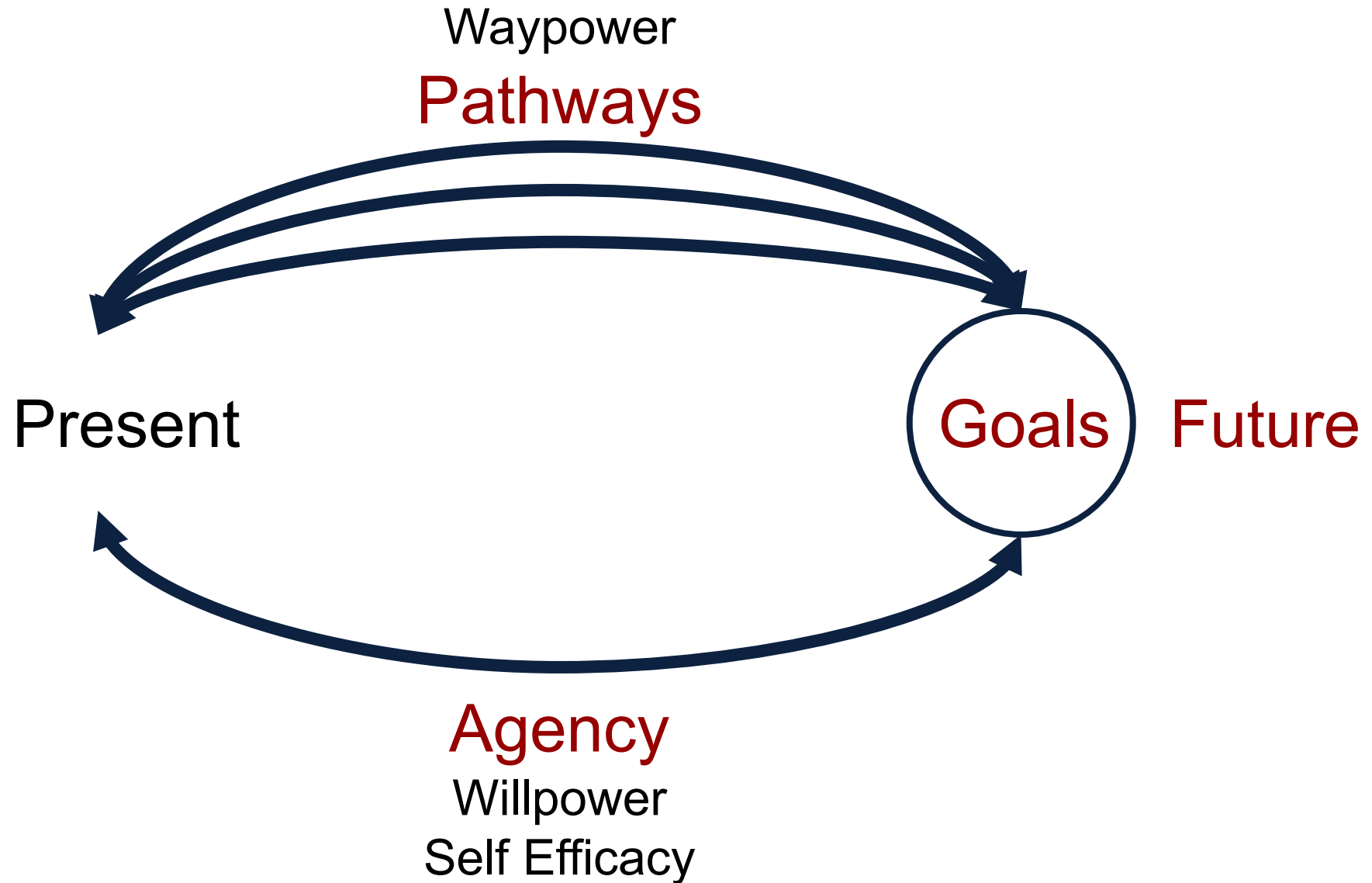
All other conditions
equal... Hope leads to:

12% ↑ academic performance

14% ↑ workplace outcomes

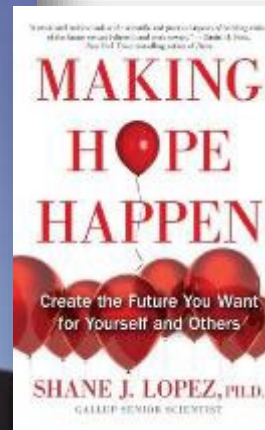
10% ↑ happiness

The Hope Cycle

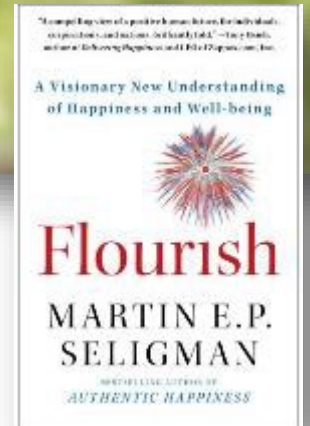




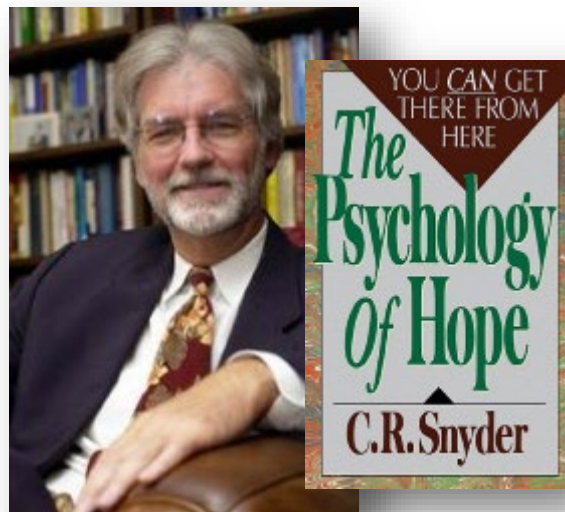
Shane Lopez
(1970-2016)
The Hope Monger



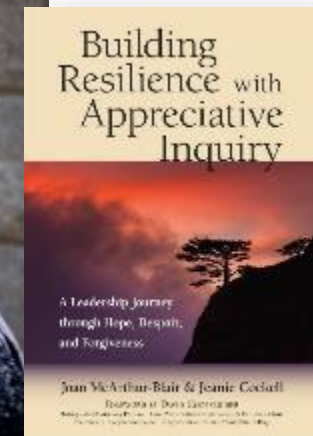
Marty Seligman
University of Pennsylvania
www.authentichappiness.org



C.R. Snyder
(1944-2006)
University of Kansas



Joan McArthur-Blair
Jeanie Cockell



Measuring Hope

- ✓ Putting Hope to the Test
- ✓ Adult Hope Scale



Putting Hope to the Test

	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

Putting Hope to the Test

Questions 1 - 5



25

21 to 25- you are a high-hope person whose thinking about the future is an asset

16 to 20- hope is an asset to you every day, but there are strategies that can help increase it

5

Below 15- hard work and much practice are needed to raise the score

Putting Hope to the Test

	Strongly Disagree				Strongly Agree
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

Putting Hope to the Test: Readiness

Questions 6 & 7

10

The higher your score, the more you believe that your future is dominated by your past and present circumstances, and the less room you have for hope.

2


Lower score: Learn to expand your sense of personal freedom without denying the realistic constraints we all face. Take even more control of the future.

Putting Hope to the Test

	Strongly Disagree					Strongly Agree				
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					

Putting Hope to the Test: Contagion

Questions 8–10



15 Above 12, you are a model for others and consciously boost the hope of those around you.

A low score suggests that you would benefit greatly from seeking out the support and companionship of high-hope people in your daily life.

3

Measuring Hope

- ✓ Putting Hope to the Test
- ✓ Adult Hope Scale



Adult Hope Test

1= Definitely False

2= Somewhat False

3= Somewhat True

4= Definitely True

	DEFINITELY FALSE			DEFINITELY TRUE
1. I energetically pursue my goals.	1	2	3	4
3. My past experiences have prepared me well for my future.	1	2	3	4
5. I've been pretty successful in life.	1	2	3	4
7. I meet the goals that I set for myself.	1	2	3	4

WILLPOWER



Adult Hope Test

1= Definitely False

2= Somewhat False

3= Somewhat True

4= Definitely True

	DEFINITELY FALSE			DEFINITELY TRUE
2. I can think of many ways to get out of a jam.	1	2	3	4
4. There are lots of ways around any problem.	1	2	3	4
6. I can think of many ways to get the things in life that are important to me.	1	2	3	4
8. Even when others get discouraged, I know I can find a way to solve the problem.	1	2	3	4

WAYPOWER



Adult Hope Test

1= Definitely False

2= Somewhat False

3= Somewhat True

4= Definitely True

____ 1. I energetically pursue my goals.

____ 3. My past experiences have prepared me well for my future.

____ 5. I've been pretty successful in life.

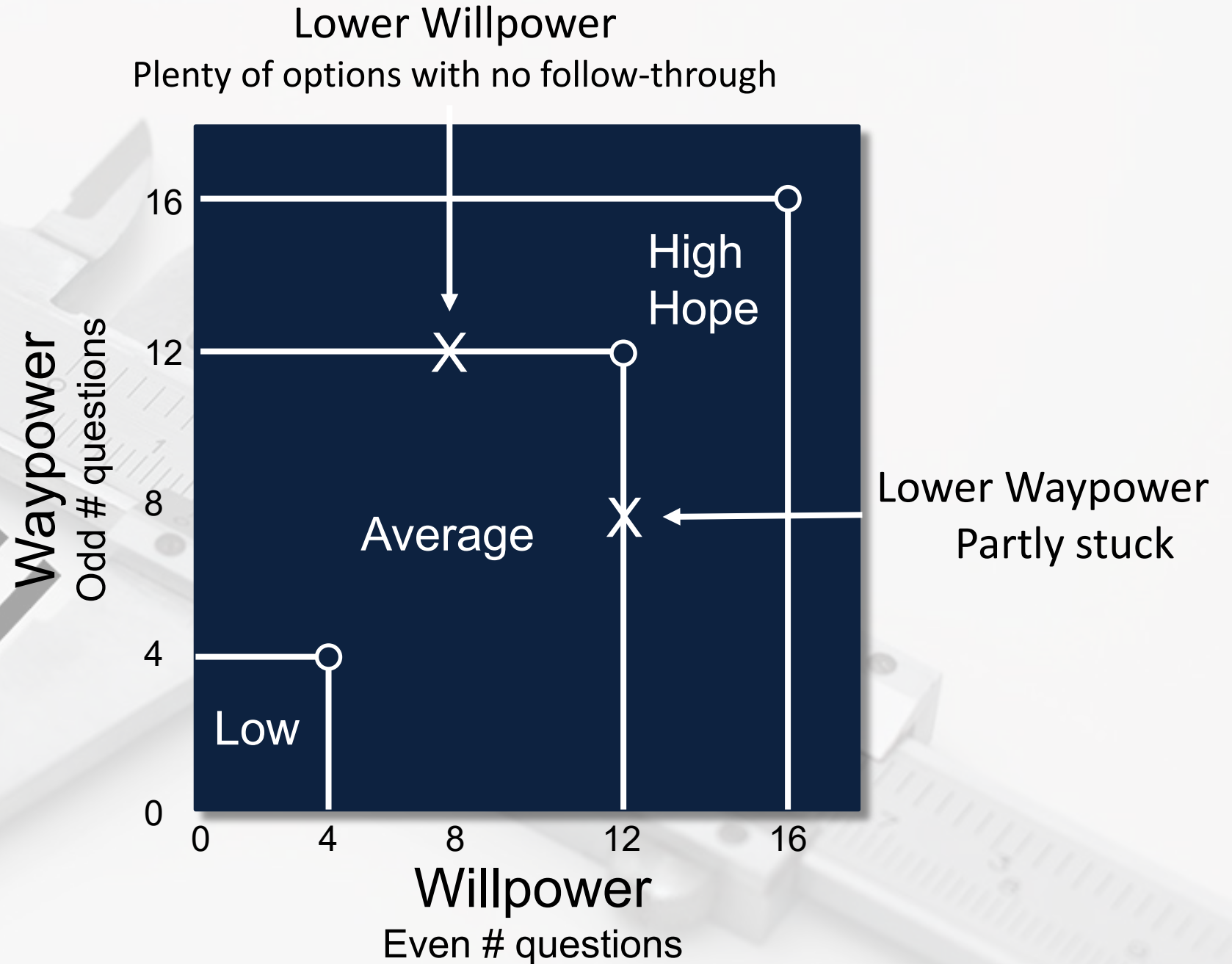
____ 7. I meet the goals that I set for myself.

Total points _____ (Waypower)

Total points given to all questions _____ (HOPE)



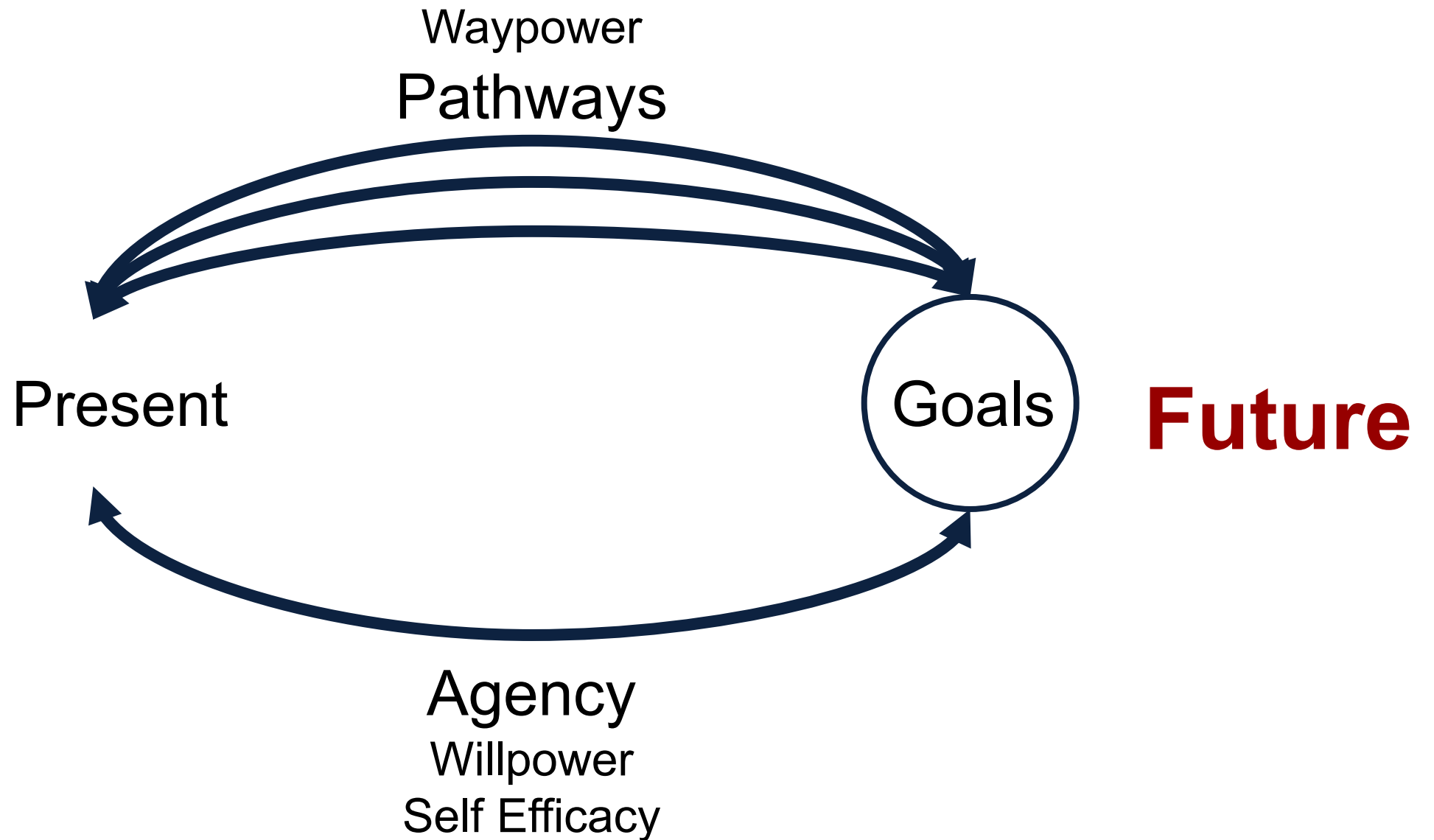
Adult Hope Scale



**How do you develop hope
in yourself and others?**



The Hope Cycle



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

Future



Great, Hopeful Leaders Rally
People to a Better Future

Future

What is the opposite of fragile?

FRAGILE

Antifragile

Future

“Some things benefit from shocks; they thrive and grow when exposed to volatility, randomness, disorder, and stressors and love adventure, risk, and uncertainty.”

Children
Information security
Bacterial resistance
Good recipes
Criticism



Appreciative Inquiry

Future

People and communities evolve toward their vision of the future.



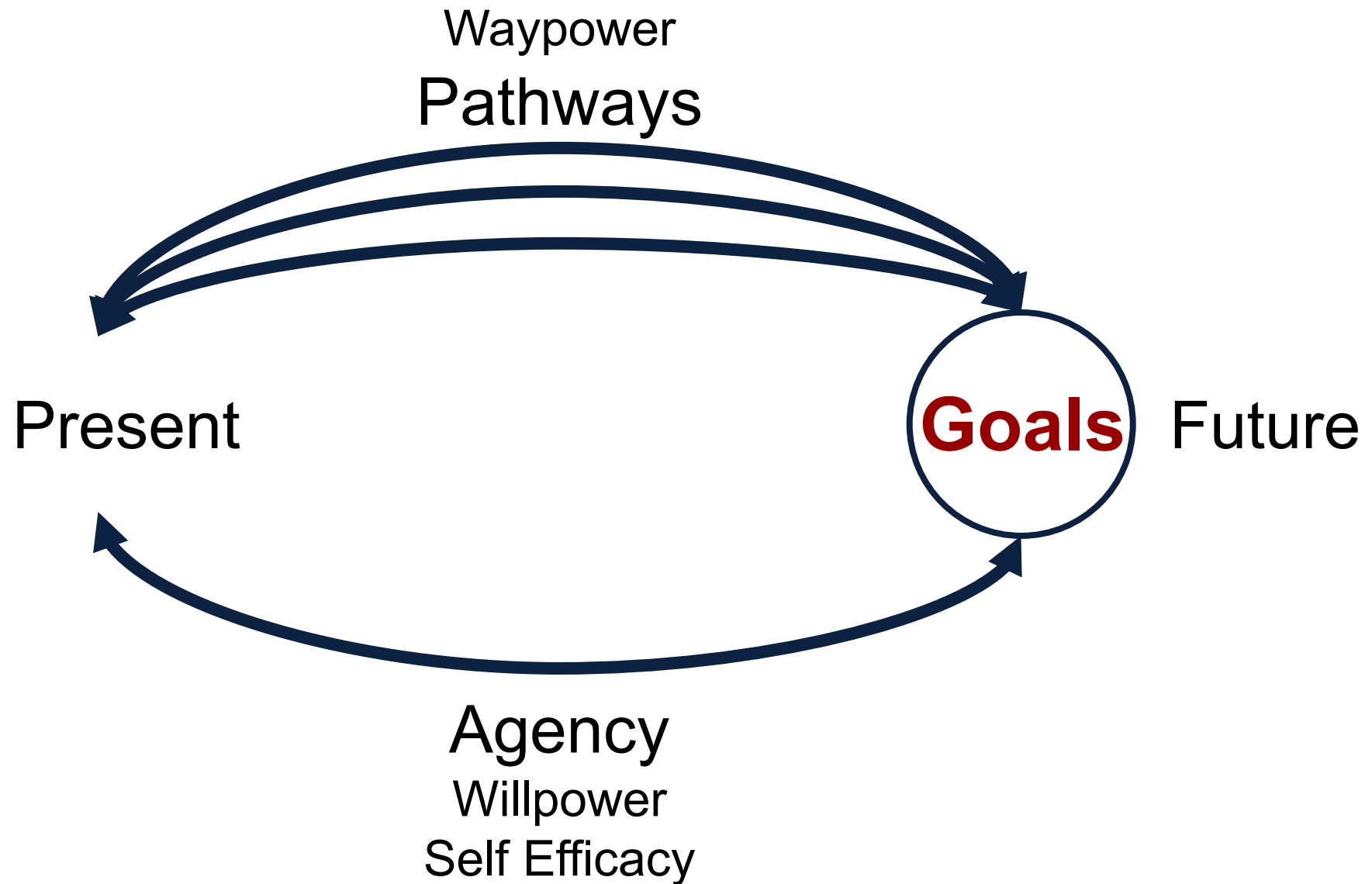
An idea of where we want to go, what we want to accomplish, who we want to be, whether tomorrow or over a lifetime.

Future

How do you create and sustain excitement about the future?



The Hope Cycle



Goals



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

Great, Hopeful Leaders Help Followers Develop Goals

Goals

That are:

- Clear
- Aligned
- Meaningful
- Measurable

Goals

Goals

DESIGN

creative
space

Strategy



Concept

Friendly

Sustainable

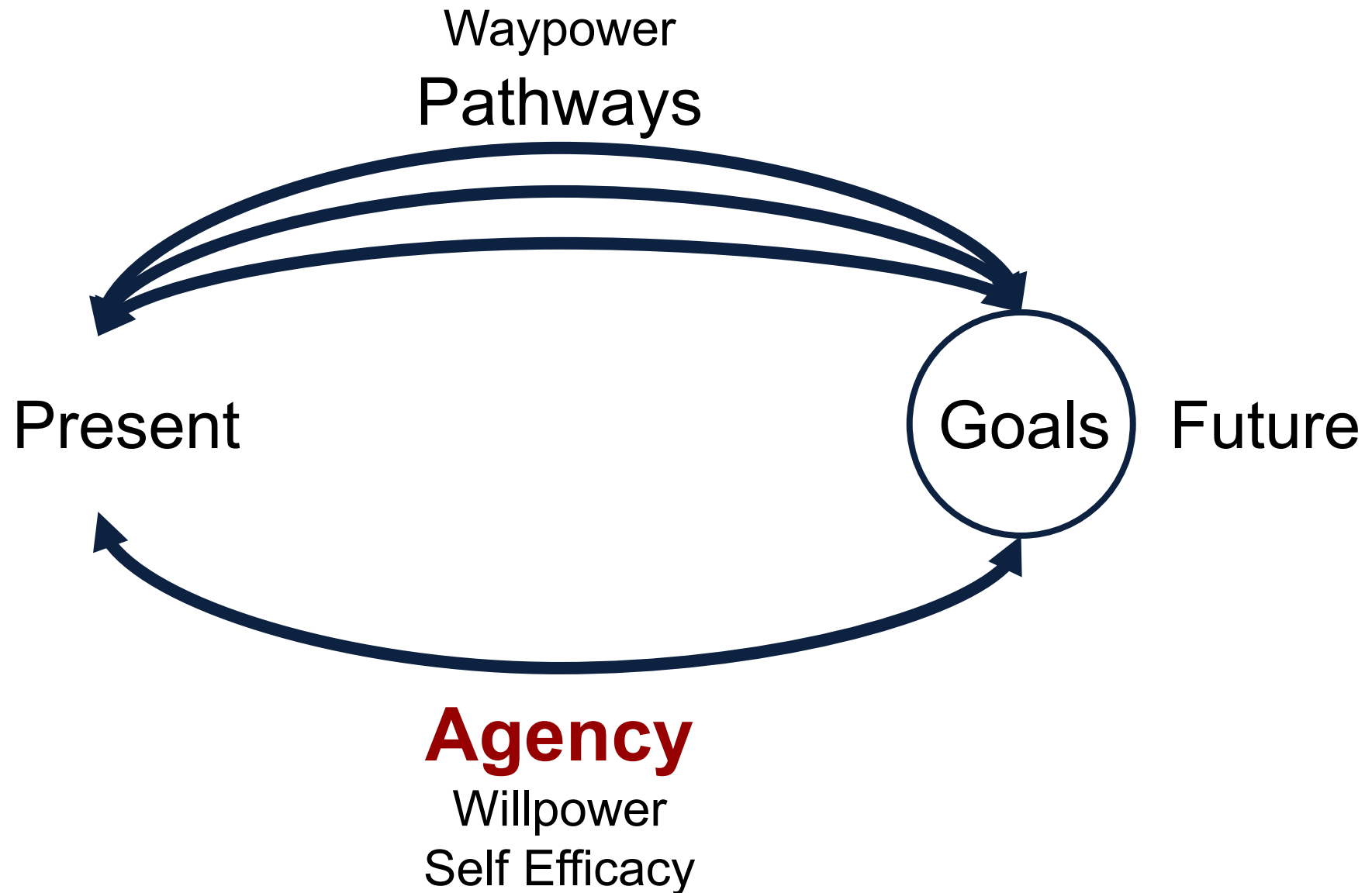
Contemporary



How do you design meaningful goals?

How do you help others design their goals?

The Hope Cycle



Agency

Our perceived ability to shape our lives day to day.

Agency makes us the authors of our lives.

Are you the author of your life?



I can't
do it

Great, Hopeful Leaders Enable Others to Act

- Enhance Self-determination
- Develop Competence and Confidence

CliftonStrengths®



Continually Coach

Provide

- Frequent
- Focused
- Future-Oriented

Feedback

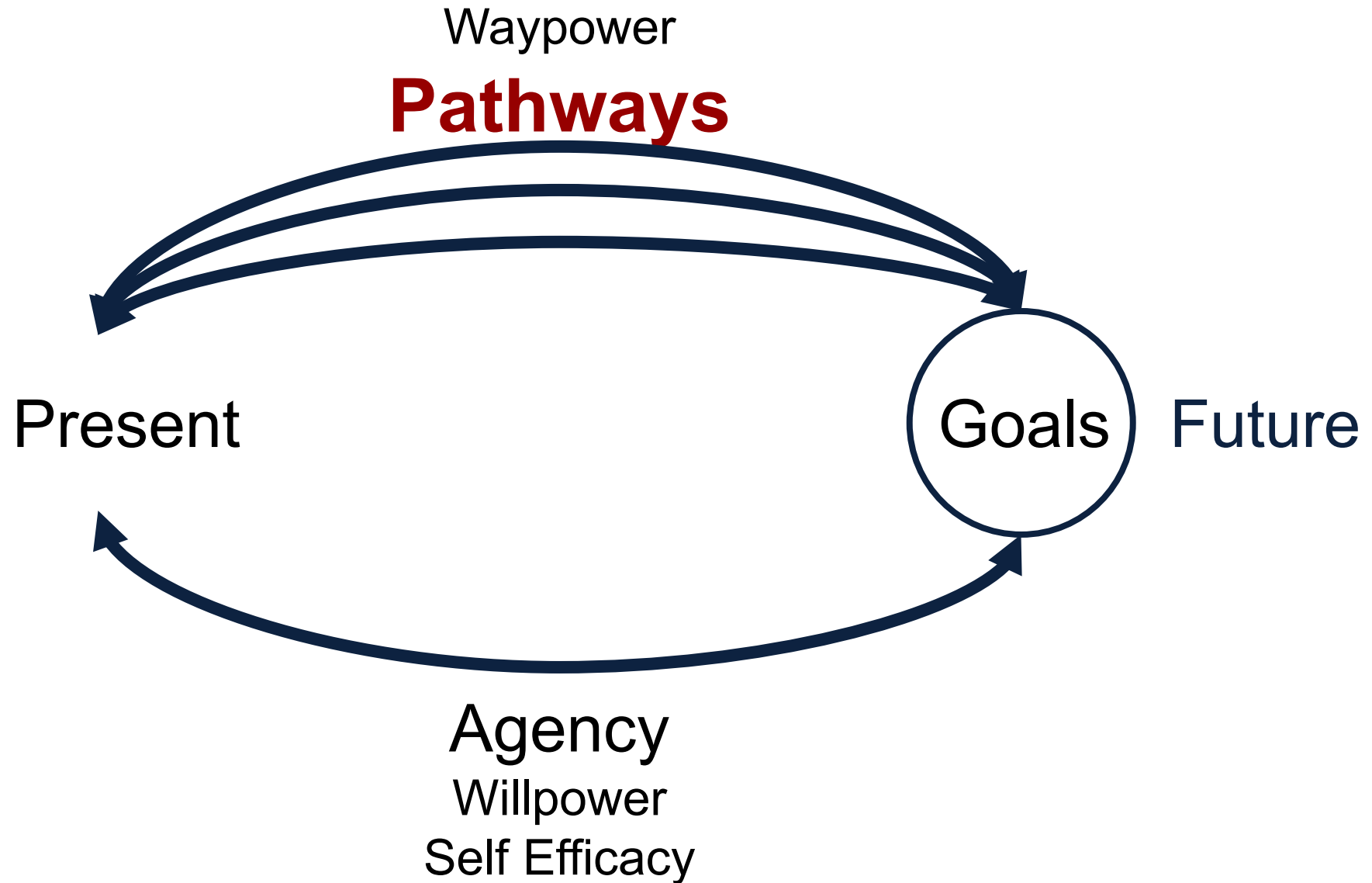
How are you the author of your life?

How do you help others become the author of theirs?



I can't
do it

The Hope Cycle



Pathways

**How do you
navigate obstacles?**

Routes through
obstacles that
stand in our way.

Uncertainty Leads to Increased Fear

Fear can be a Barrier to 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.



THE SOLUTION IS EACH OTHER

If we can rely on one another, we can
cope with almost anything.

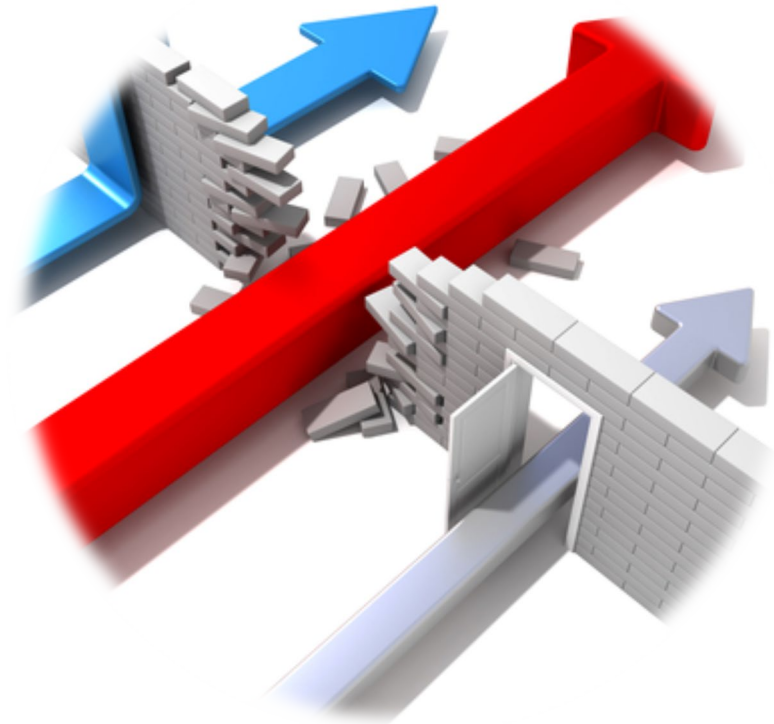
Margaret Wheatley

When Change is Out of Our Control ©2002

<https://margaretwheatley.com/>

Great, Hopeful Leaders

- Plan ahead
- Help breakdown barriers and doesn't put up new ones
- Fill resource gaps
- Turn work into play
- Generate alternative pathways



Where there is a way...
there is a will!





Hope

...matters.

...is a choice.

...can be learned.

...can be shared with others.



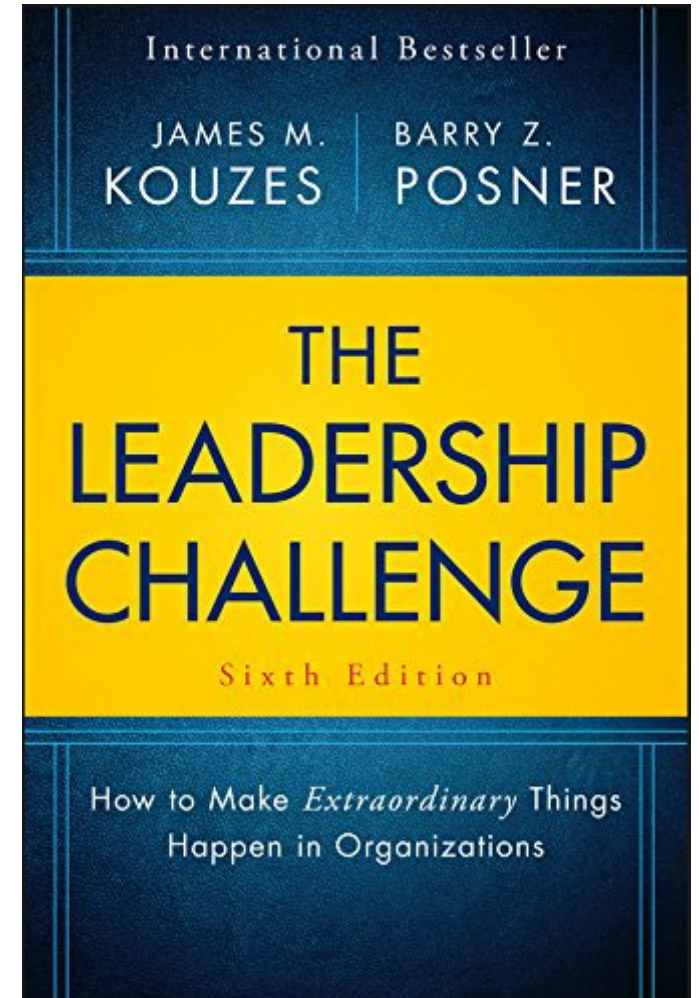
Small Group Dialogue

How are you
practicing hope
today?

Hope

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



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THE FIVE BEHAVIORS
OF A COHESIVE TEAM





INSPIRED ENGAGEMENT

References, Handout, PowerPoint, Feedback

<https://www.inspired-engagement.com/workshop-resources/>

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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.”

- The Dalai Lama

