



# The Science of Hope

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*What do hope inspired leaders do and say?*

## Sources:

- [Making Hope Happen](#), Shane Lopez, Ph.D.
- [The Psychology of Hope](#), Snyder
- [Rising Hope](#), Casey Gwinn, JD and Chan Hellman, Ph.D
- [The Oxford Handbook of Hope](#), Gallagher and Lopez
- *Dr. Chan Hellman, University of Oklahoma (some slides)*
- Akshay Malik, *International Journal of Scientific and Research Publications, Volume 3, Issue 10, October 2013 1 ISSN 2250-3153*





# What does it mean to flourish?

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# we're living in a BANI world



**Brittle**



**Anxious**



**Non-Linear**



**Incomprehensible**



# we're living in a BANI world

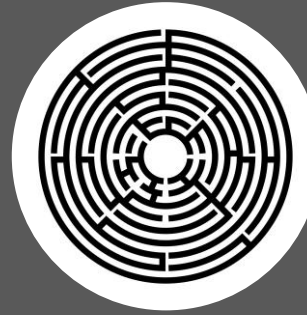


## Brittle

- System looks stable, but has become porous and breaks
- Gives impression of strength and stability, so breaks are a surprise
- Global supply chain; CrowdStrike update



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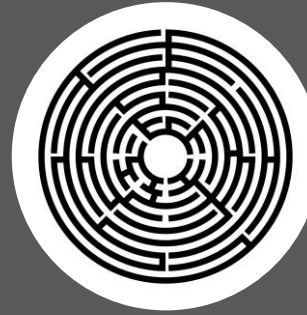
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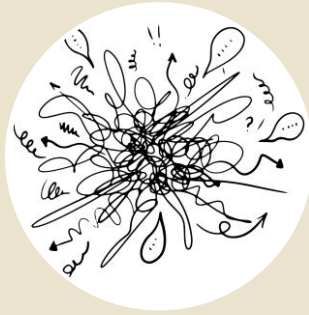


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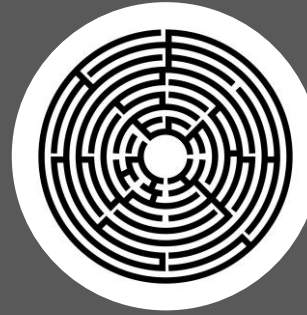
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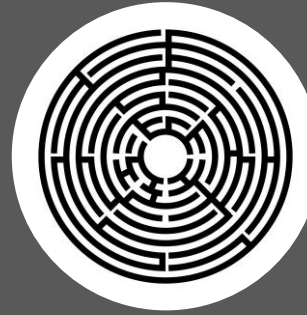
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## Incomprehensible

- Things are impossible to understand
- Information overwhelm





# *Hope Rising*

**#1**

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*Predictor of whether we flourish in life*

A sunset over a desert landscape. The sun is low on the horizon, casting a warm orange and yellow glow across the sky. The sky transitions from a deep blue at the top to a bright orange near the sun. There are some dark clouds on the left side. The foreground shows the silhouettes of rolling hills and mountains. The text "Is hope rising or falling in your organization?" is overlaid in the center of the image in a white, sans-serif font.

Is hope rising or falling in  
your organization?

# What the Research Shows

Hope is the leading predictor of satisfaction and happiness in life.

## **Work**

Lower unplanned absences (4x)

Higher productivity (1 day/week)

More open to organizational change

Reaching goals more often and sooner

More resilient to stress, vicarious trauma and compassion fatigue

Higher profits and lower employee turnover

## **Education**

Higher academic performance (K-College)

Better predictor of success than ACT and LSAT

## **Health**

Increased healthy behaviors

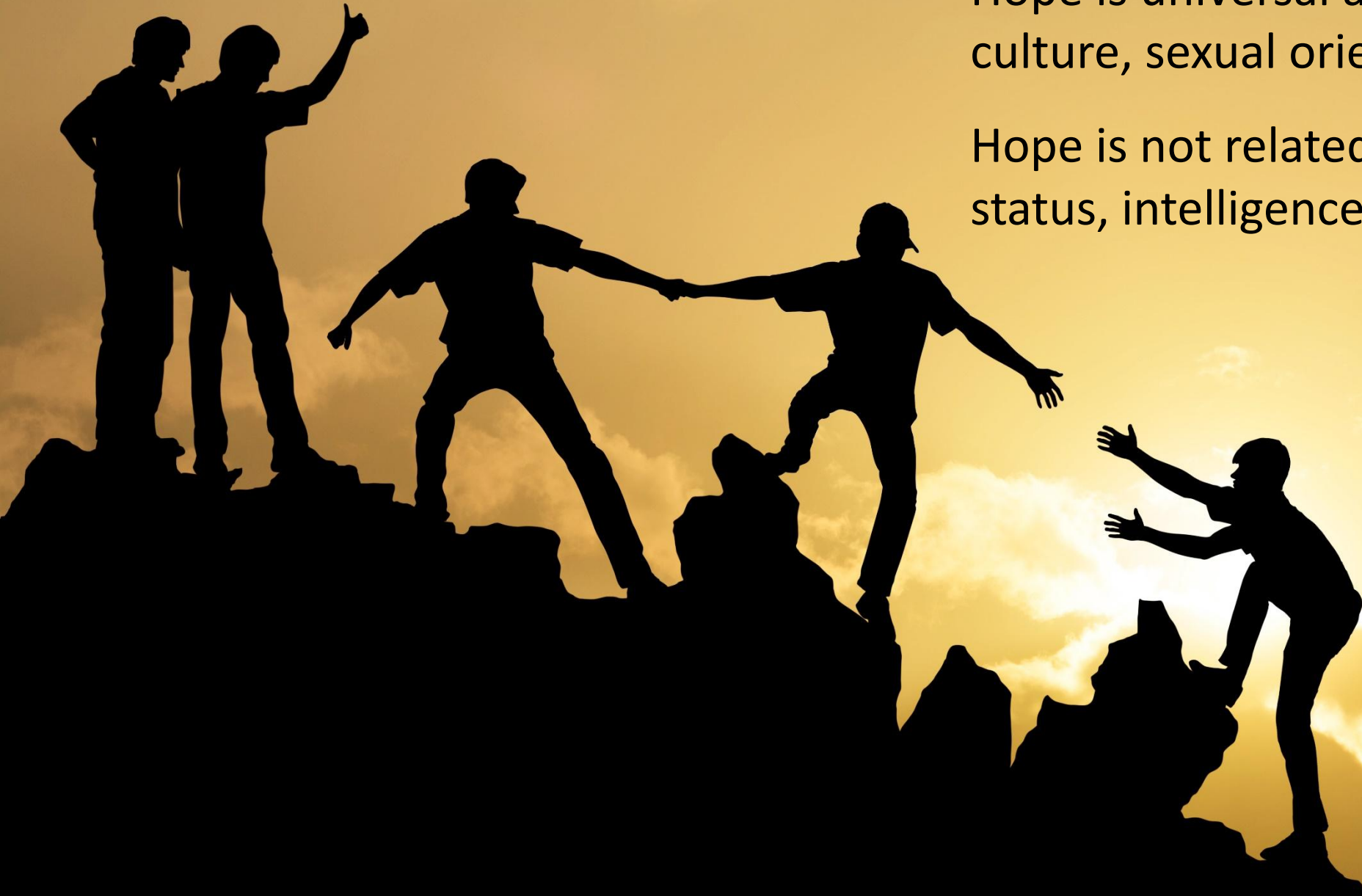
Follow treatment plans and take medication

Higher pain tolerance

# Universality of Hope

Hope is universal across race, gender, culture, sexual orientation, etc.

Hope is not related to income, social status, intelligence or morality



**Hope** matters.

**Hope** is a choice.

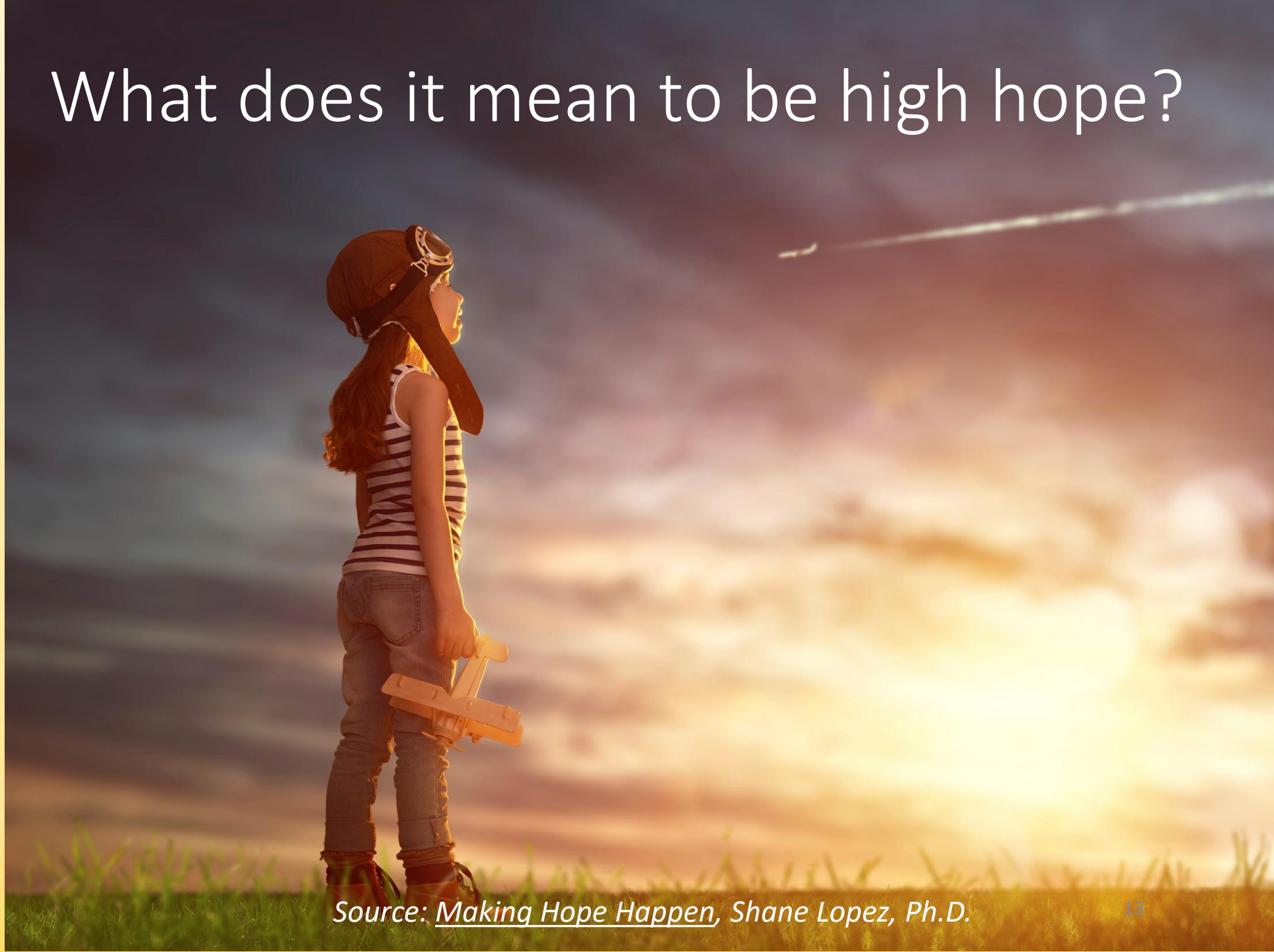
**Hope** can be learned.

**Hope** can be shared with others.

## High Hope People Believe:

1. The future will be better than the present.
2. I have the power to make it so.
3. There are many paths to my goals.
4. None of them is free of obstacles.

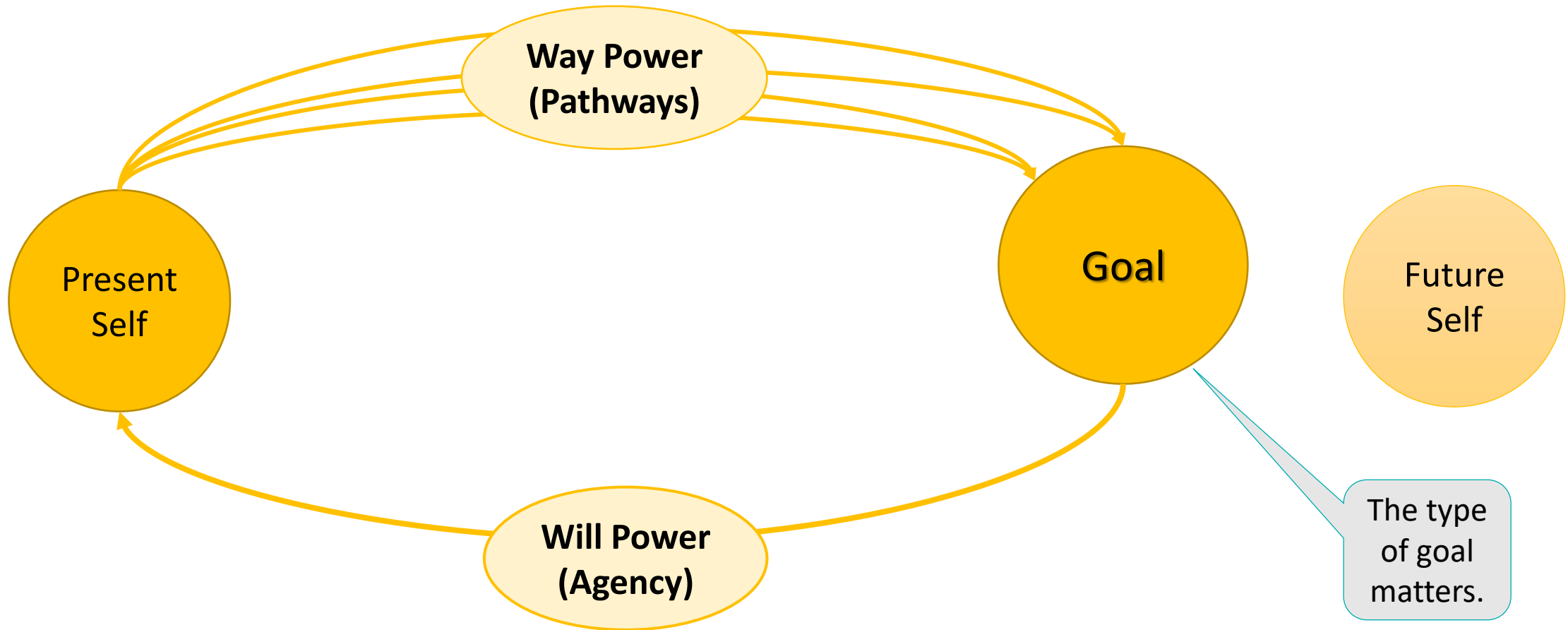
# What does it mean to be high hope?



Source: *Making Hope Happen*, Shane Lopez, Ph.D.

# Hope Theory

Both pathways and agency are required for hope...  
agency without pathways is more likely a wish!



Resourced from *Making Hope Happen*, Shane Lopez

# What are you pursuing that has meaning?

- 50 hikes by 50
- College admission
- Start an arts non-profit for kids
- Increase revenue by 30%
- Attend every game of daughter
- Buy a boat
- Achieve a Professional Engineering certification

High hope people set more goals, harder goals and achieve more goals.



# The Death of Hope

*Resourced from Dr. Chan Hellman, University of Oklahoma*



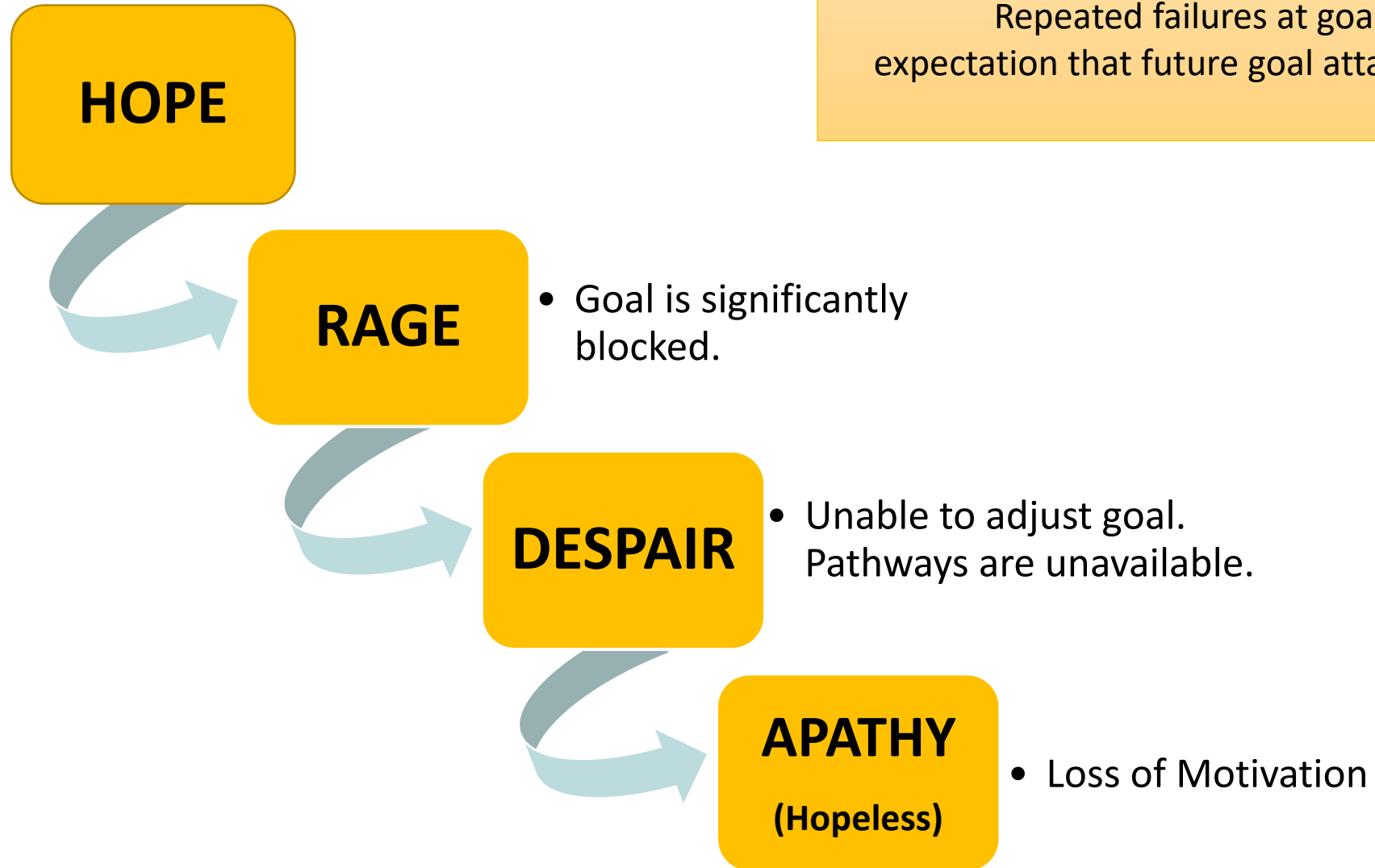
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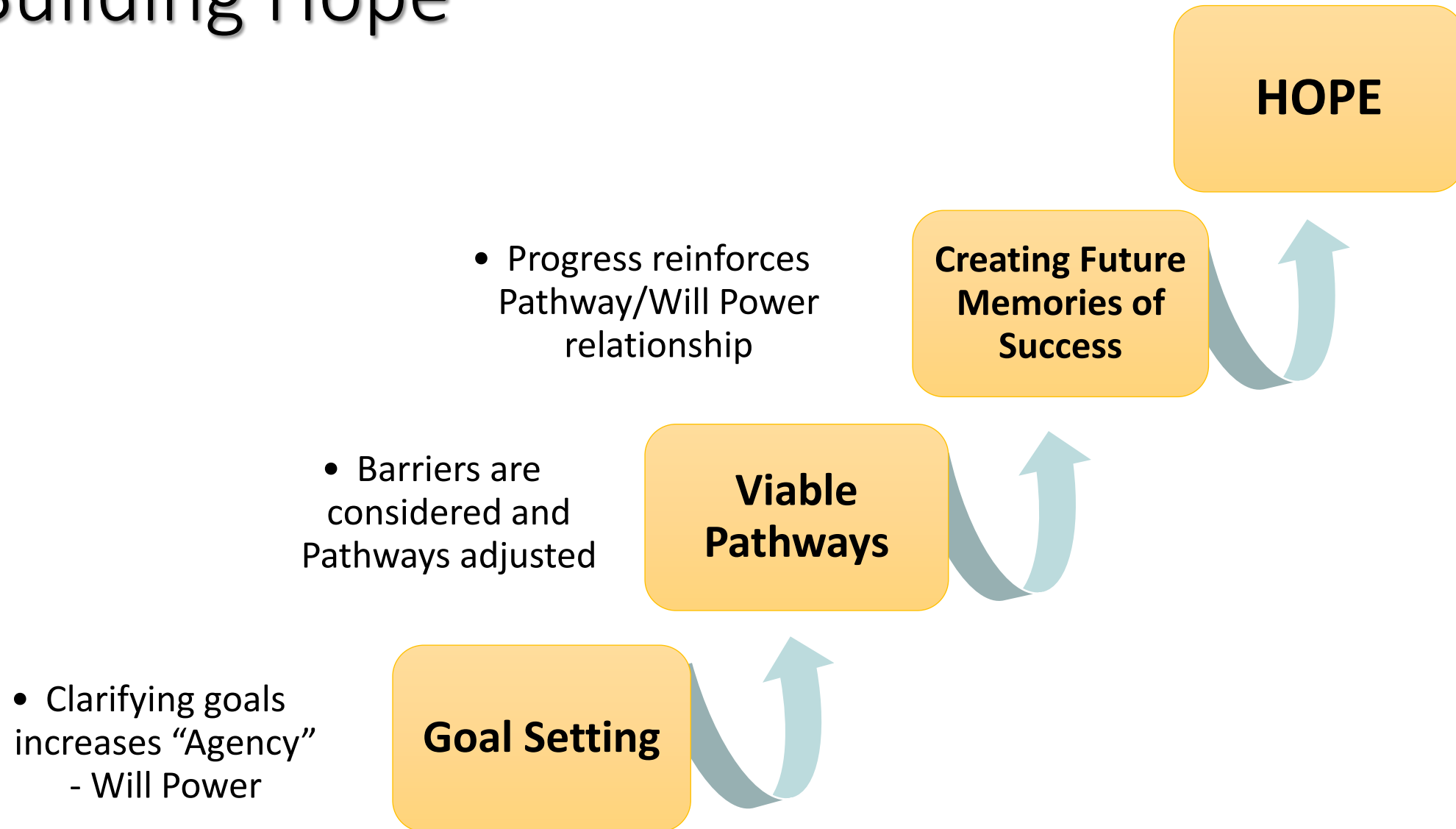


# Building Hope

**HOPE**



# Building Hope



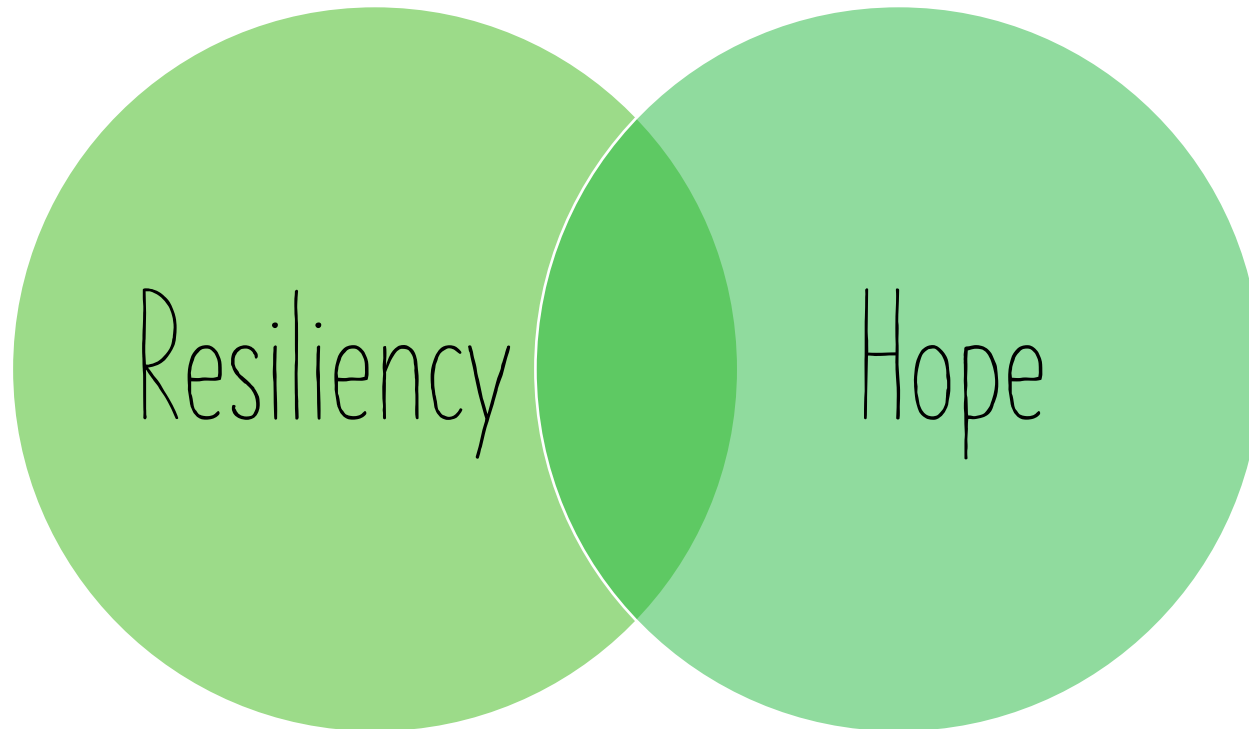
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# Resiliency and Hope: What Comes After Surviving?

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Resiliency:  
Bouncing back, as  
strong or stronger, in  
the face of adversity.



Hope:  
The capability to envision  
and create a better  
future.

# Individual and Collective Hope

- Individual hope is a predictor of a sense of flourishing or thriving.
- Collective hope is a predictor of job satisfaction.





# Collective Hope

- Shared community goals
- Shared belief that community goals can be achieved
- Community ability to identify pathways to attain goals
- Community can find resources to achieve its goals
- Community willpower (agency) to achieve its goals

# Leaders and Hope

## Hope is a social gift.

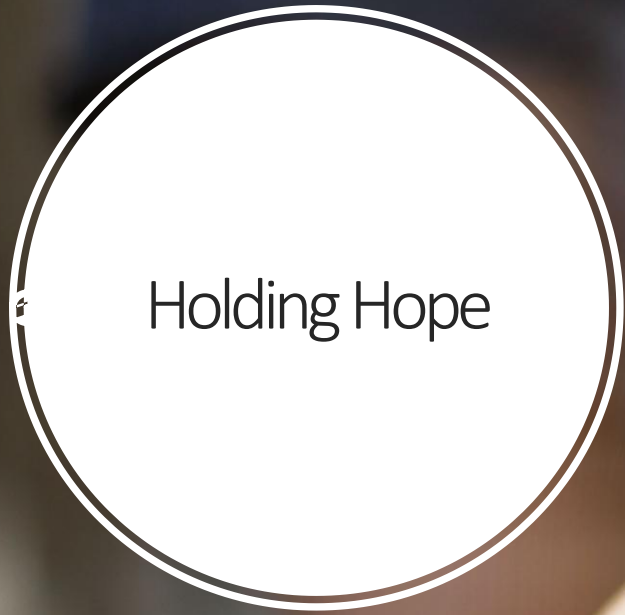
- High hope people inspire hope in others.
- High hope leaders engender hope in the organization.
- High hope managers have higher performing work units, higher retention rates and more satisfied employees.





## 5 Actions You Can Take Immediately

- Describe a vision of the future
- Meet with employees to identify and clarify goals
- Model self-care and encourage in others
- Make goals visible
- Use the language of hope; avoid fatalism



Holding Hope



# Is WAHBE a High Hope Agency?

**Hope** matters.

**Hope** is a choice.

**Hope** can be learned.

**Hope** can be shared with others.

You can make it one.

*Source: Making Hope Happen, Shane Lopez, Ph.D.*



# Hope Interviews

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In Pairs:

- Choose one person to be the interviewer, and the other the interviewee
- Using the questions provided, the interviewer asks questions of the interviewee. Don't try and get through all of them. Just start and see how far you get.

1. Describe your goal in as much detail as possible.
2. Describe why you want to achieve the goal. That is, list what is motivating you.
3. Imagine you have just achieved your goal. Describe how you think you will feel in this future memory.
4. List the pathways (actions/strategies) you can use to achieve your goal.
5. Describe potential barriers for each pathway you listed.
6. Describe benchmarks that you need to achieve to attain the goal. For example, what are two or three things that must be accomplished for you to attain your goal?
7. Identify people and/or resources in your community with whom you can rely on as a source of support in pursuing your goal.

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# The Courageous Defiance of Hope

*“TO BE HOPEFUL in bad times is not just foolishly romantic. It is based on the fact that human history is a history not only of cruelty, but also of compassion, sacrifice, courage, kindness.*

*What we choose to emphasize in this complex history will determine our lives. If we see only the worst, it destroys our capacity to do something. If we remember those times and places—and there are so many—where people have behaved magnificently, this gives us the energy to act, and at least the possibility of sending this spinning top of a world in a different direction.*

*And if we do act, in however small a way, we don't have to wait for some grand utopian future. The future is an infinite succession of presents, and to live now as we think human beings should live, in defiance of all that is bad around us, is itself a marvelous victory.”*

— **Howard Zinn**

