

# Fostering Hope: Putting the Science into Action

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Casey Gwinn, President of Alliance for HOPE International

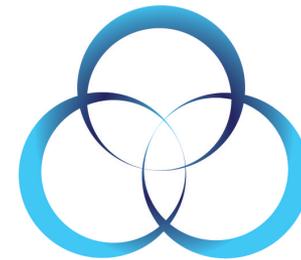
Dr. Chan Hellman, Director, The Hope Research Center

Tracie Neal, Chief Probation Officer, Shasta County

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CREATING A HOPE  
CENTERED  
FRAMEWORK IN  
YOUR  
ORGANIZATION



Hope Centered and  
Trauma Informed®

Dr. Chan Hellman

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# What does it mean to be Hope Centered?

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# BECOMING HOPE CENTERED

Recognize that Hope theory provides the foundation for understanding human behavior in the social environment.

The science of Hope provides the framework taken by advocates, case managers, leaders, and policy makers to engage, assess, intervene, and evaluate action toward goals.

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# BECOMING HOPE CENTERED

A hope centered organization seeks to infuse values, policy, practices, and structure with the science of hope creating an environment where both customers and staff thrive.

In A Hope Centered Organization, The Outcome is Well-Being.

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# BECOMING HOPE CENTERED

Hope provides a unifying language across multidisciplinary teams to create a positive culture grounded in setting goals, finding and navigating pathways, and supporting the willpower necessary to pursue those goals.

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# WHY CONSIDER THE IDEA OF BECOMING A HOPE CENTERED ORGANIZATION?

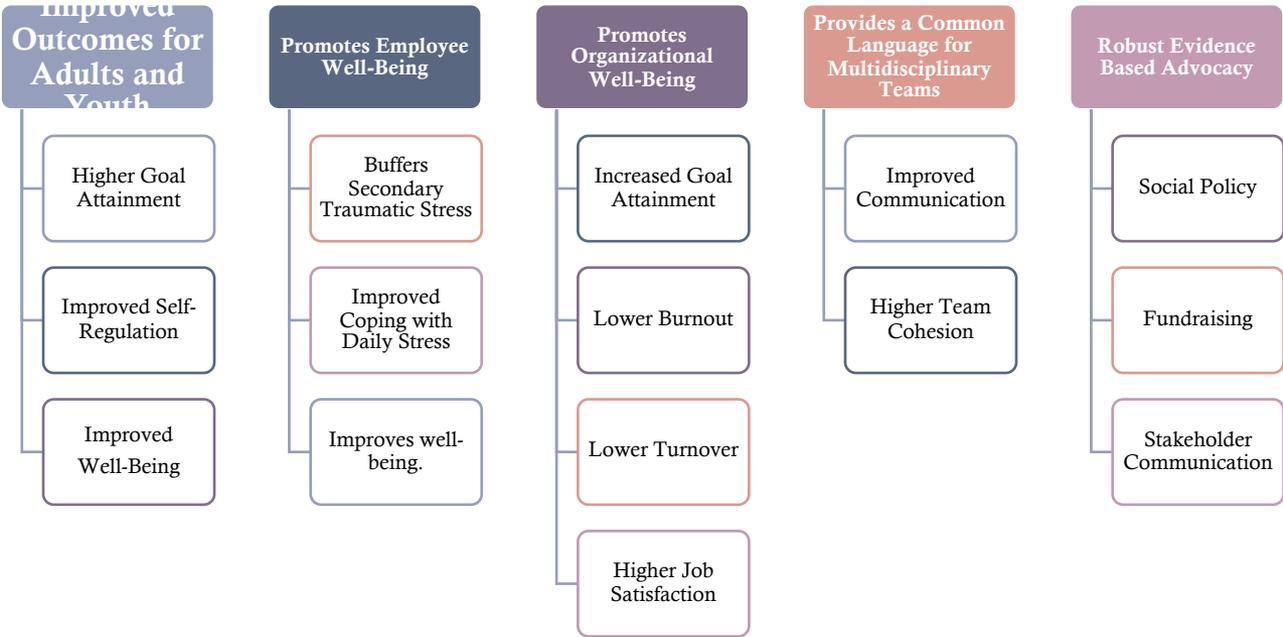
The Science of Hope is Clear:

- Hope Is One Of The Best Predictors Of Well-being.
- Nurturing Hope Among Staff Is A Significant Buffer to Secondary Traumatic Stress, Burnout, and Turnover.
- Your Program Services Are Pathways of Hope.

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# BENEFITS OF A HOPE CENTERED ORGANIZATION





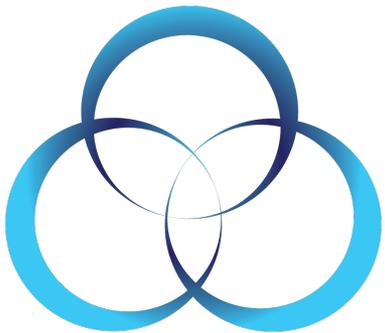
# Organizations Are Pathways To Hope

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- Common Goal of Well-Being.
- Program Services and Partner Agencies Offer Best Practice Pathways.
- Policies and Procedures – Formal and Informal Standard Operating Procedures Can Nurture or Diminish Hope.

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GUIDING  
PRINCIPLES IN  
HOPE  
CENTERED  
WORK



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Hope is a cognition not an emotion.

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Imagination is the instrument of Hope.

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Hope is not wishful thinking.

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Hope begets Hope.

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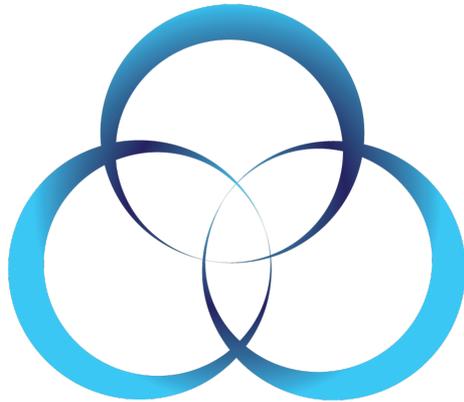
Hope is a social gift.

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Hope can be taught.

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# CREATING A CULTURE OF HOPE



Create an awareness of hope among stakeholders.



Hope becomes a valued character strength.



Staff meetings incorporate a hope agenda.



Develop hope orientation program.



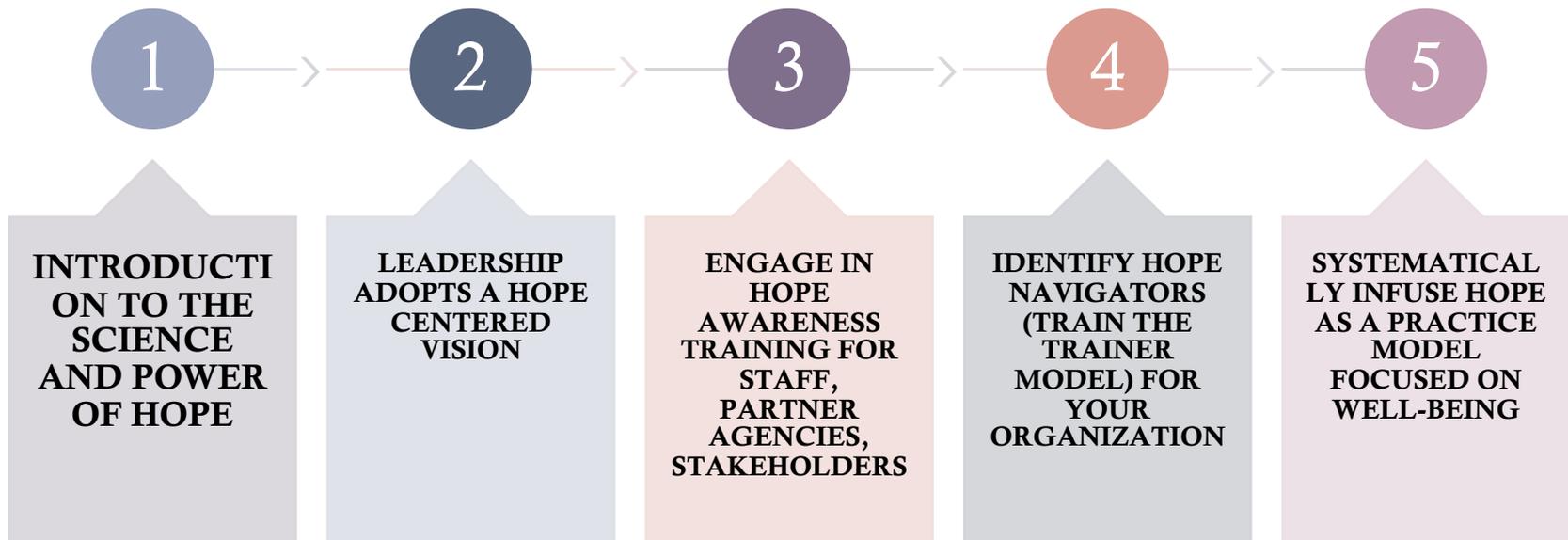
Hope Finding, Hope Building, Hope Modeling

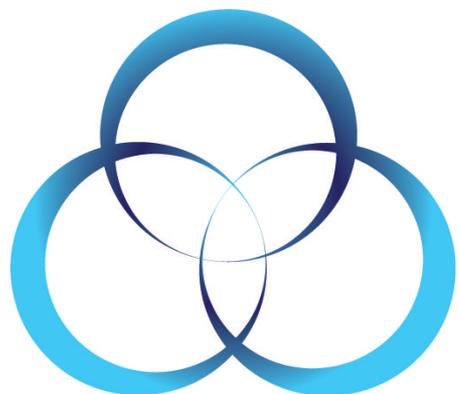


Readings, book clubs, Continuing Education.

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# STEPS TO BECOMING A HOPE CENTERED ORGANIZATION





Hope Centered and  
Trauma Informed®

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**THE SCIENCE AND POWER OF HOPE**

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# Chief Probation Officer Tracie Neal Shasta County Probation Department

## Applying the Science of HOPE



# Developing a Hope-Centered Organization

Casey Gwinn, Yesenia Aceves, and Fernanda  
España

[allianceforhope.com](http://allianceforhope.com)



# Camp HOPE America - Oregon



**A Pathway to Hope and Healing**



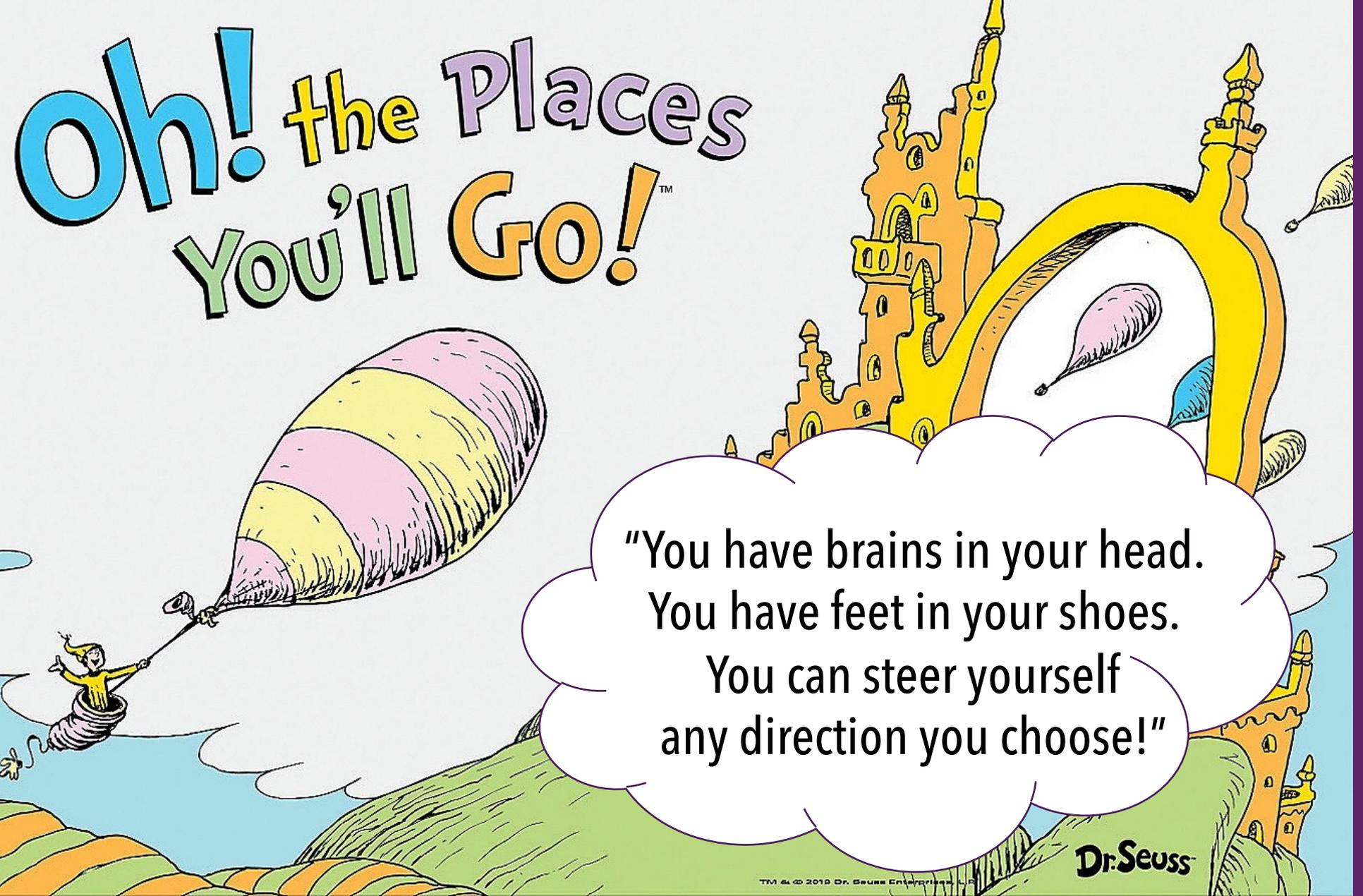
# Hope and Education



Hope

Hope-Guidance-Social and Emotional Learning

# Oh! the Places You'll Go!



"You have brains in your head.  
You have feet in your shoes.  
You can steer yourself  
any direction you choose!"

Dr. Seuss

TM & © 2010 Dr. Seuss Enterprises, L.P.



**Hope** is the belief that your future can be brighter than your past and that you play a role in making it happen.

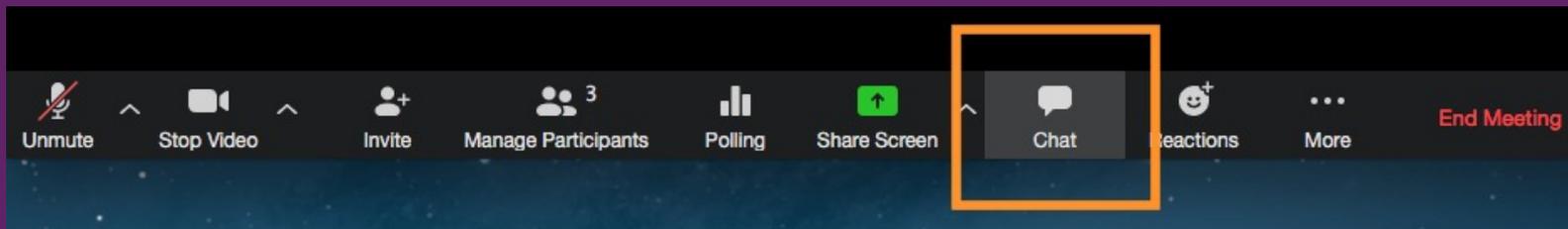
Casey Gwinn & Chan Hellman

*in Hope Rising: How the Science of HOPE Can Change Your Life (2018)*

# Teach Back!

## WHAT IS YOUR DEFINITION OF HOPE?

Use the CHAT Function



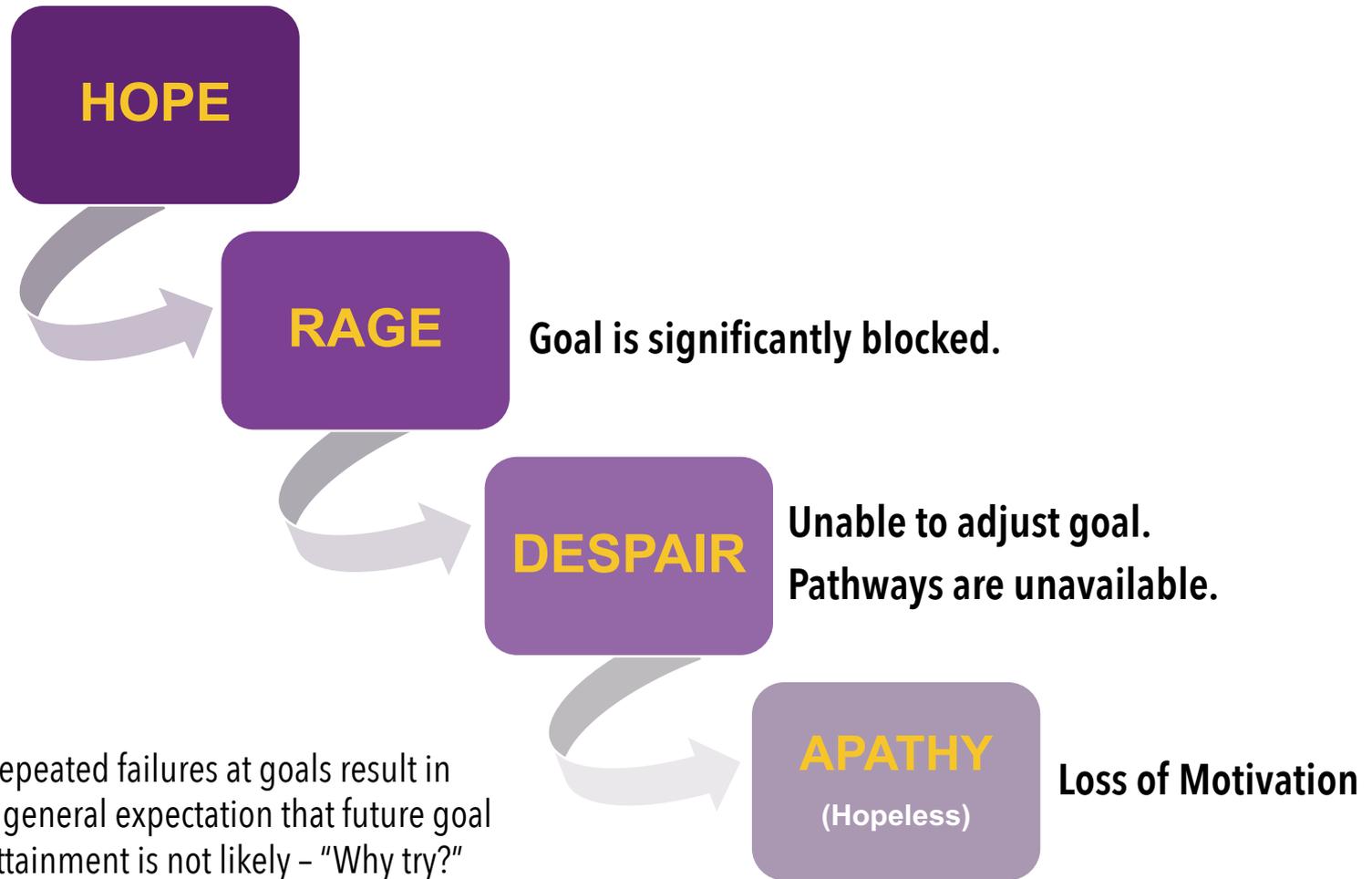
# We all get robbed of hope!

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- Direct Trauma
- Childhood/Adult
- Vicarious Trauma
- Historic Oppression/  
Racism/Injustice
- Burnout
- Illness
- Disease
- Heartbreak
- COVID-19

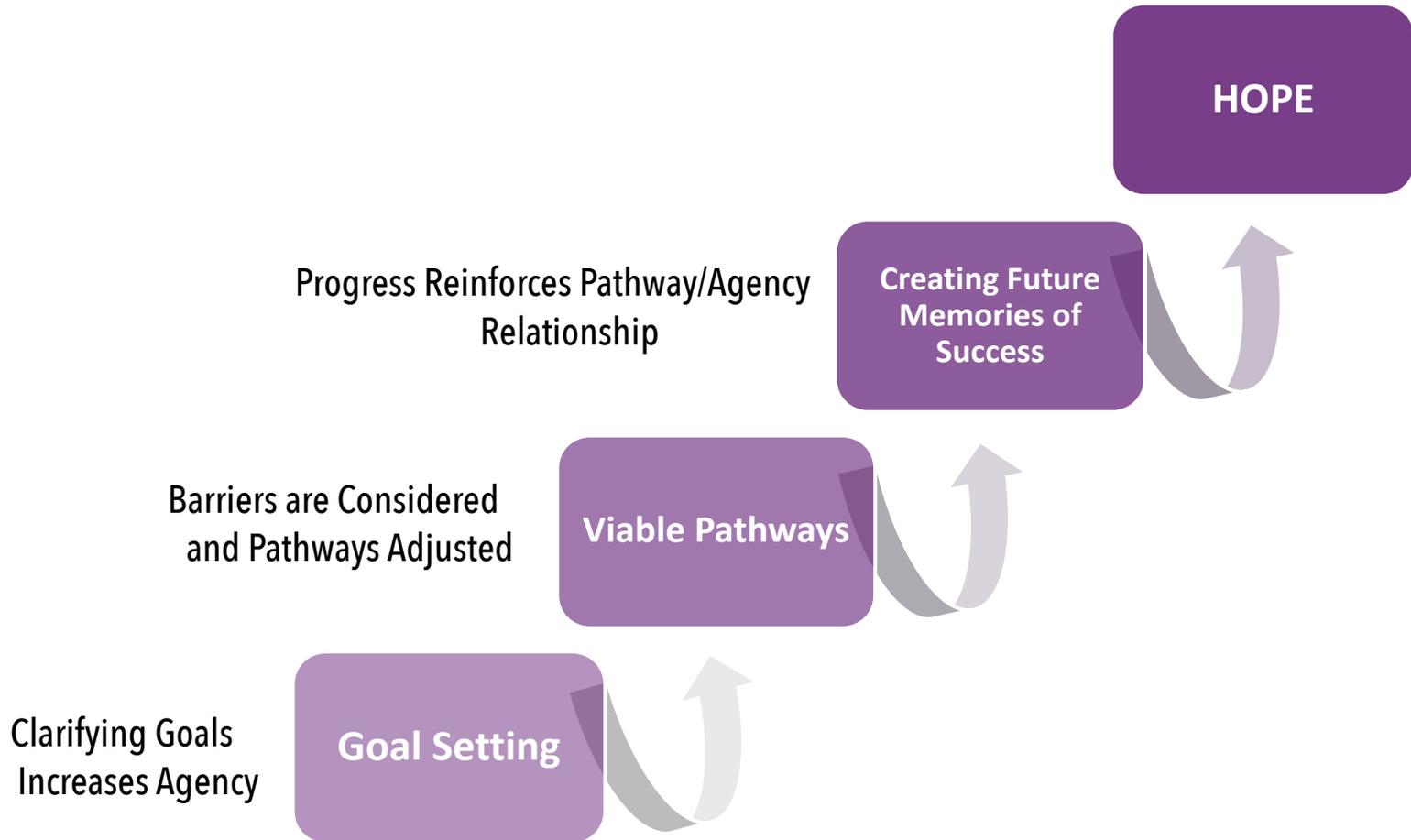
# The Hope Continuum



Repeated failures at goals result in a general expectation that future goal attainment is not likely - "Why try?"

# Nurturing Hope in Children and Adults

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# Staff Surveys

## Measuring Hope in the Workplace

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### ALLIANCE FOR HOPE TEAM

**2016** Hope Score Average **54.06**

**2017** Hope Score Average **57.25**

**2018** Hope Score Average **56.18**

**2020** Hope Score Average **56.41**

Our average ACE Score is **4.0**.

Hope Scores **ABOVE 40** put you in the **HOPEFUL** category.

Scores **ABOVE 48** bump you to a **HIGHER LEVEL OF HOPE**.

Scores of **56 OR HIGHER** make you a **HIGH HOPE PERSON**.

Everyone on our team was **41+**

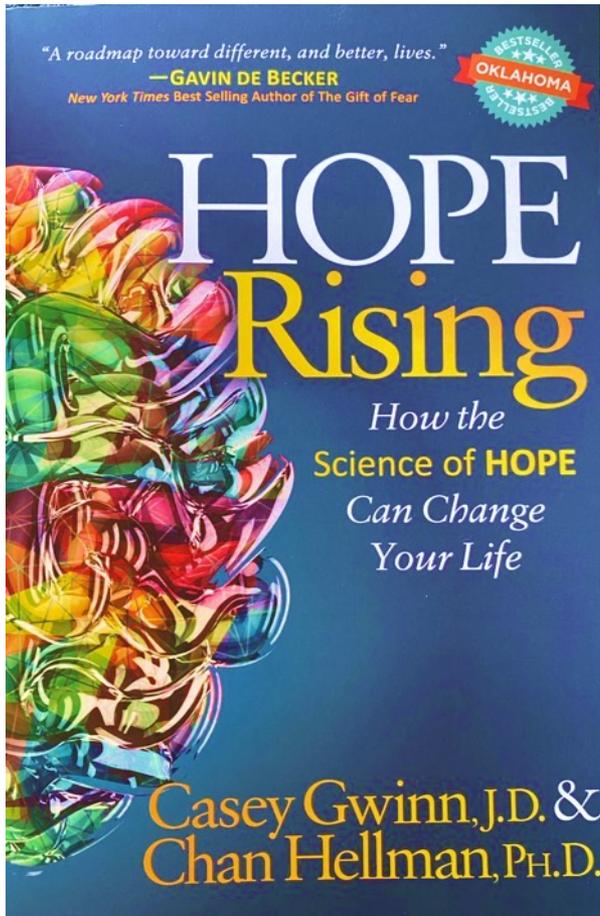
**59.1%** was above 56.



At the heart of change is our ability  
to understand the way things are  
right now in our lives...  
and that we can begin to imagine  
the way things could be.  
This is where hope is born.

Dr. Chan Hellman, Director of Research  
Alliance for HOPE International

# Hope Rising Book Club for Staff



"I've been buying up *"Hope Rising"* since hearing you at Brooklyn law school in late 2018. We give them to clients, partners, board members, everybody. Last week, we sent them to the homes of all our staff members working remotely (many of them new hires) and we're orchestrating a book club to discuss hope regularly."

Mary Murphy

# Being Hope Centered

What does it mean?

# Being Hope Centered (Personally)

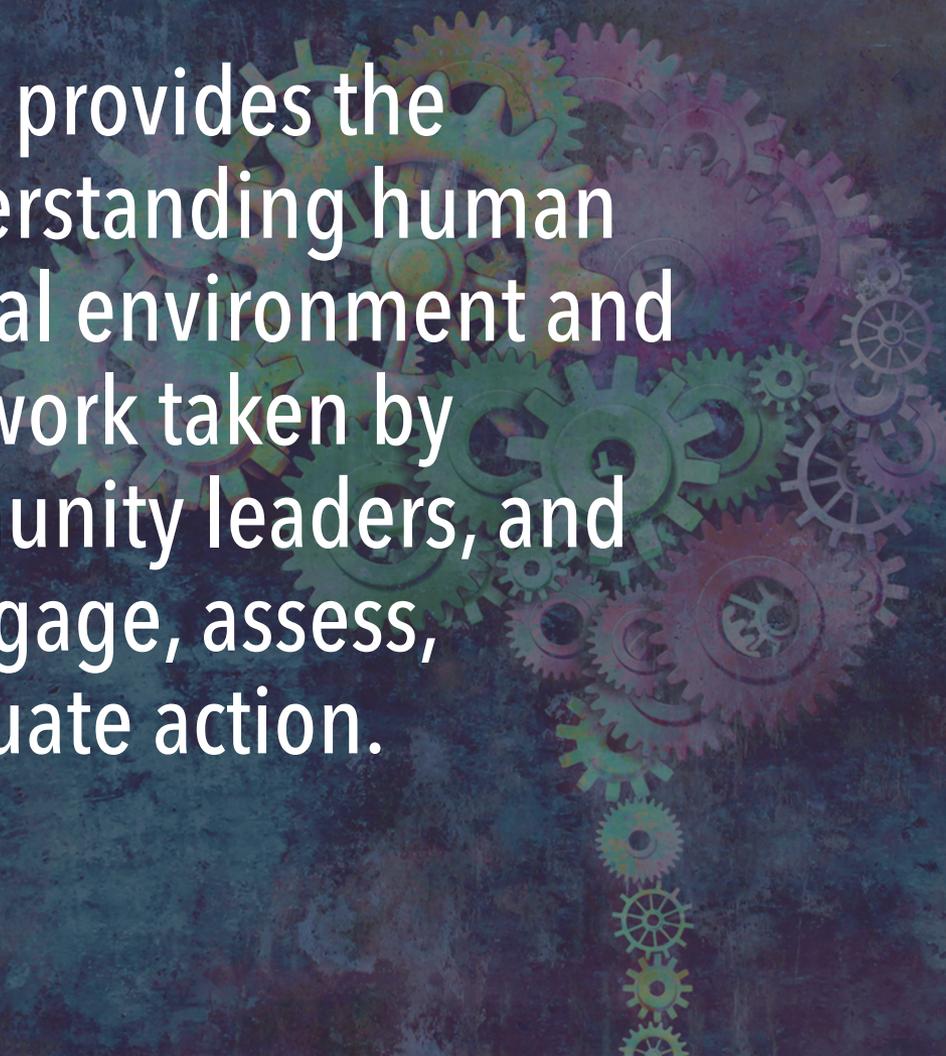
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- Committing to be a lifelong learner about the science of hope
- Hope is personally pursuing goals you are motivated to achieve and goals that are within your control
- Nurturing hope in every domain of your life
- Goals, Willpower, Waypower
- Willingness to invest the time to find way to overcome barriers to your goals
- Regularly measuring hope in your life

# Being Hope Centered (Professionally)

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- An organization focused on nurturing hope in staff and clients
- Regularly measuring hope in staff and clients (pre/post)
- Cultivating values-based high hope leaders/supervisors
- Regularly evaluating alignment between personal goals and organizational goals
- Intentionally cultivating Collective Hope



The science of hope provides the foundation for understanding human behavior in the social environment and provides the framework taken by practitioners, community leaders, and policy makers to engage, assess, intervene, and evaluate action.

The image features a sunset over a body of water with mountains in the background. Two hands are visible at the top, holding the word "HOPE" in large, bold, orange letters. The sun is low on the horizon, creating a warm glow and reflecting on the water. The overall mood is hopeful and inspiring.

# HOPE

provides a unifying framework  
to create a positive culture  
grounded in setting GOALS,  
finding and navigating PATHWAYS,  
and supporting the WILLPOWER  
necessary to pursue those goals.

# Guiding Principles in Hope-Centered Work

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Hope is a cognition not an emotion.

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Imagination is the instrument of Hope.

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Hope is not wishful thinking.

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Hope begets Hope.

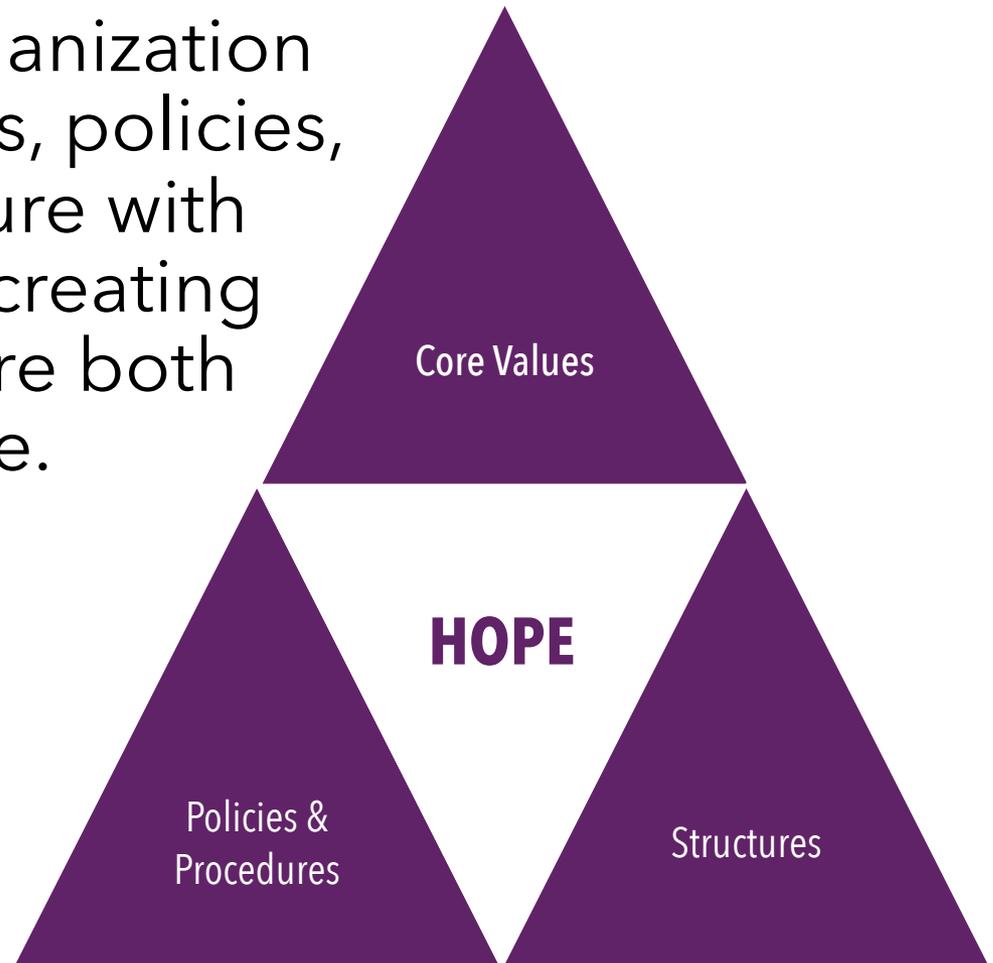
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Hope is a social gift.

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Hope can be taught.

A hope centered organization seeks to infuse values, policies, practices, and structure with the science of hope creating an environment where both clients and staff thrive.



# Core Values

Supporting the Vision and Shaping the Culture



**Core values need to be integrated into every employee-related process**—hiring, performance reviews, criteria for promotions, and even dismissal policies. From the first interview to the last day of work, employees should be constantly reminded that core values form the basis for every decision the organization makes.

Patrick M. Lencioni, Founder and President  
Table Group Harvard Business Review

# Core Values

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Core values are deeply ingrained principles that guide decisions and actions within an organization.

They are the cultural cornerstones that unite staff and leaders with a set of enduring, passionately-held beliefs.

# Our Core Values: **Hope TEAM**

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## HOPE

The belief that your future can be brighter and better than your past

## TRUST

Authenticity in daily interactions, composed of vulnerability and honesty without righteousness.

## EXCELLENCE

Surpassing ordinary standards.  
Models a commitment to delivering the best.

## ADAPTABILITY

Ability to change and maintain effectiveness in a changing environment.

## MOXIE

Strength of mind that enables endurance to adversity with courage and determination.

# Hope TEAM in Action

Creating a Culture of Hope

# Creating a Culture of Hope

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An awareness of Hope among stakeholders.



Hope is a valued character strength.



Staff meetings incorporate Hope.



Hope Orientation Program



Hope Finding,  
Hope Building,  
Hope Modeling.



Assigned readings,  
book clubs,  
continuous learning.

# Strategic Planning



## Alliance for HOPE International Team-Building/Strategic Planning January 15, 2020 *Agenda*

<b>2019 ACTIONS</b> from Alliance-Wide Strategic planning on 1.11.19	<b>1. Create a HOPE-Centered and Trauma-Informed Workplace</b>	<b>2. Create Future Home Plan</b> - On a campus - Own building	<b>3. Have a Funding Plan &amp; Process</b>	<b>4. Have Strategic Partnerships</b>	<b>5. Clear Goals</b> for Each Program with Integrated Branding & Technology
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TIME	CULTURE WORKSHOP	CHA	FINANCE
8:00 - 12:00 PM	Culture Workshop (8th Floor)		
12:00 - 1:00 PM	Board Working Lunch (8th Floor)/Staff Lunch on your own		
1:00 - 2:00 PM	Board Meeting/Staff: usual work		
2:00 - 5:00 PM	Alliance Strategic Planning		

# Using our Children's Definition

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- Hope is...
- Believing in Yourself
- Believing in Others
- Believing in Your Dreams

# Sharing Hope Stories



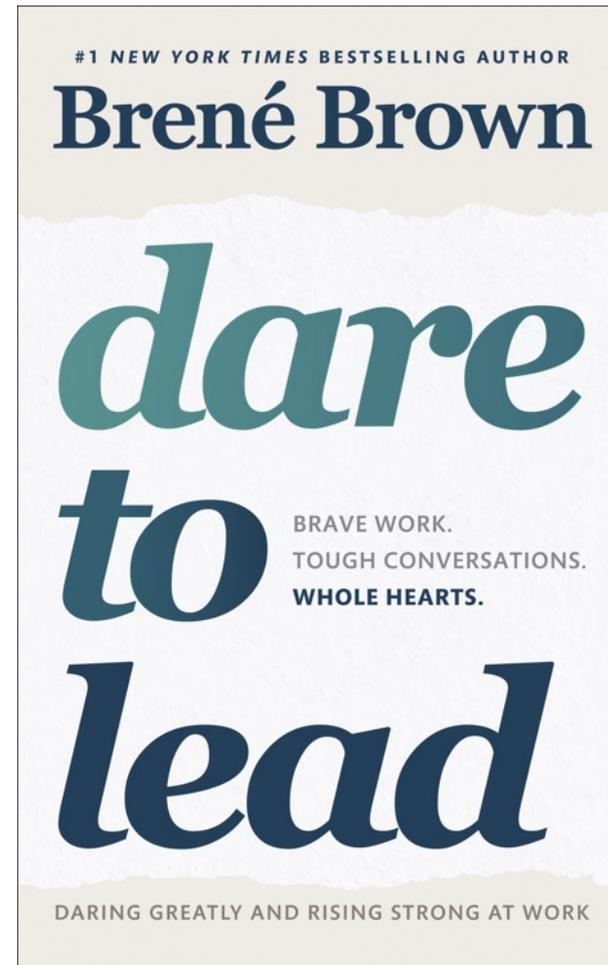
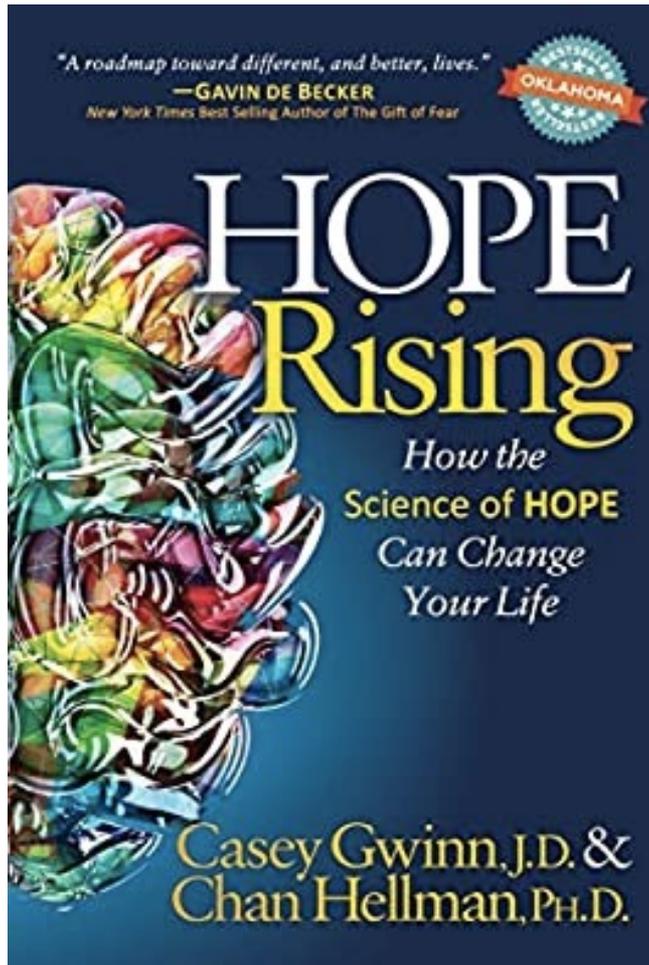


Staff Meeting Question  
Regularly...Where did you  
see hope this week?

[allianceforhope.com](http://allianceforhope.com)

[allianceforhope.com](http://allianceforhope.com)

# Book Clubs



# Hopesgiving Potluck

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# Annual Holiday Party



# Leadership Team Workshops

## *Socially-Distanced*

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# Hope Award



## HOPE AWARD NOMINATION v2019

The Hope Award is a recognition given to Alliance for HOPE International staff who exemplify all of our core values: **HOPE, Trust, Excellence, Adaptability and Moxie**. Nominations must originate from a staff member and be accompanied by a completed form by the nominator. A separate form must be submitted for each nominee.

Nominee: \_\_\_\_\_

Describe how the nominee has demonstrated each of the Alliance Core Values:

**HOPE:** The belief that your future can be brighter and better than your past and that you actually have a role to play in making it better.

**Trust:** Demonstrates authenticity in daily interactions, composed of honesty, vulnerability without righteousness and also consistently shows appreciation for others' character.

**Excellence:** Surpassing ordinary standards. Models a commitment to delivering the best.

**Adaptability:** Ability to change and maintain effectiveness in a changing environment.

**Moxie:** Strength of mind that enables them to endure adversity with courage and determination.

Nominator: \_\_\_\_\_ Date: \_\_\_\_\_



Alliance for HOPE International recognizes

*Yolanda Ruiz*

as the first recipient of the Alliance's HOPE Award for embodying our core organizational values of

**HOPE, TRUST, EXCELLENCE, ADAPTABILITY, AND MOXIE**

Thank you for helping the Alliance develop a Hope-centered culture

\_\_\_\_\_  
Casey Gwinn,  
President

\_\_\_\_\_  
Gael Strack,  
Chief Executive Officer

# Hope Huddles



# Group Cards & Kudos Boards

We appreciate all your hard work!



Thank you, Emma, John, and Will! All your hard work researching new platforms is appreciated and will truly benefit our organization. Thank you for taking the time to share with us all you learned.

Added by Alliance for HOPE International



John, Emma, & Will,

You guys took on a HUGE challenge in the middle of a crisis to help out the team...and you did a terrific job! I am so impressed with everything that you have presented and I am excited to take it all for a spin.

Thank you for all of your hard work!

Added by Yessica



Thank you for wading through the endless internet on our behalf! It has been so nice to know we're in good hands. Thanks for helping us get to the other side of this challenge! You're all amazing!

Added by Madison Ryan

Thank you, Will, John and Emma, for all your hard work researching platforms and moving us to a new "normal" in TA delivery. I appreciate you all very much.

Added by Resawee



Emma, Will, and John - Thanks for working so hard to help us all adapt to the changing times and be able to continue doing amazing work in new ways. We appreciate you and the ways you are making us stronger!

With Gratitude,  
Rylie

Added by Rylie



Thank you, Emma, Will, and John for all your hard work and dedication in researching online platforms!

Added by Arik



Will, Emma, and John,

Thank you so much for working under pressure to deliver a solution the organization needed. It is SO EXCITING that the Alliance may be able to expand our education and awareness efforts as a result of your efforts.

Great job!

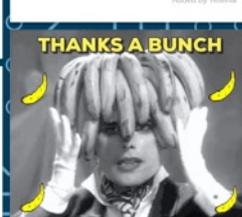
Added by Sarah Pike

Casey

Added by Casey Coates

Dear John, Will and Emma: Thank you so much for your leadership on this project and moving quickly. We appreciate how you jumped in and leaned into this new project -- on top of all your other responsibilities. We love and appreciate all your hard work and efforts. The HOPE Hub is going to be amazing. Gratefully yours, Gael

Added by Gael Strack



Emma, John, and Will thank you for your hard work and persistence in the face of uncertainty!

Added by Holly



Emma, Will, and John,

Thank you all for spearheading this project. I know each of you has lots on your plate as is, but we are all so grateful that you made time to research new platforms. We are in exciting times with finding new ways to connect with others, and I feel at ease knowing you three are leading the way. Thanks for all you do to help our organization to grow and learn. Pat yourselves on the back, you did great work!

Added by Chelsea

Great job Will, Emma, and John! You all are so appreciated for taking time out of your busy schedules to do something that will benefit our entire team! We are all so grateful! Thank you!

Added by Aless Peterson

Emma, Will, and John,  
Thanks for all the hard work you are putting in during this time of crisis. We appreciate you and are lucky to have you on our team!

Priya

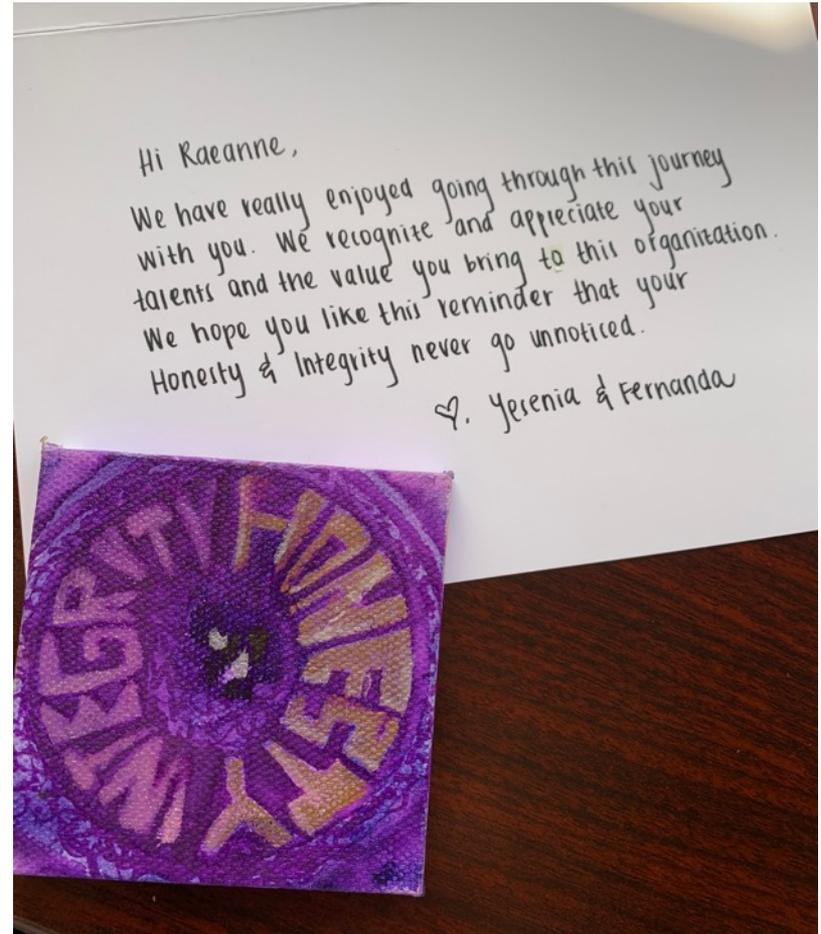
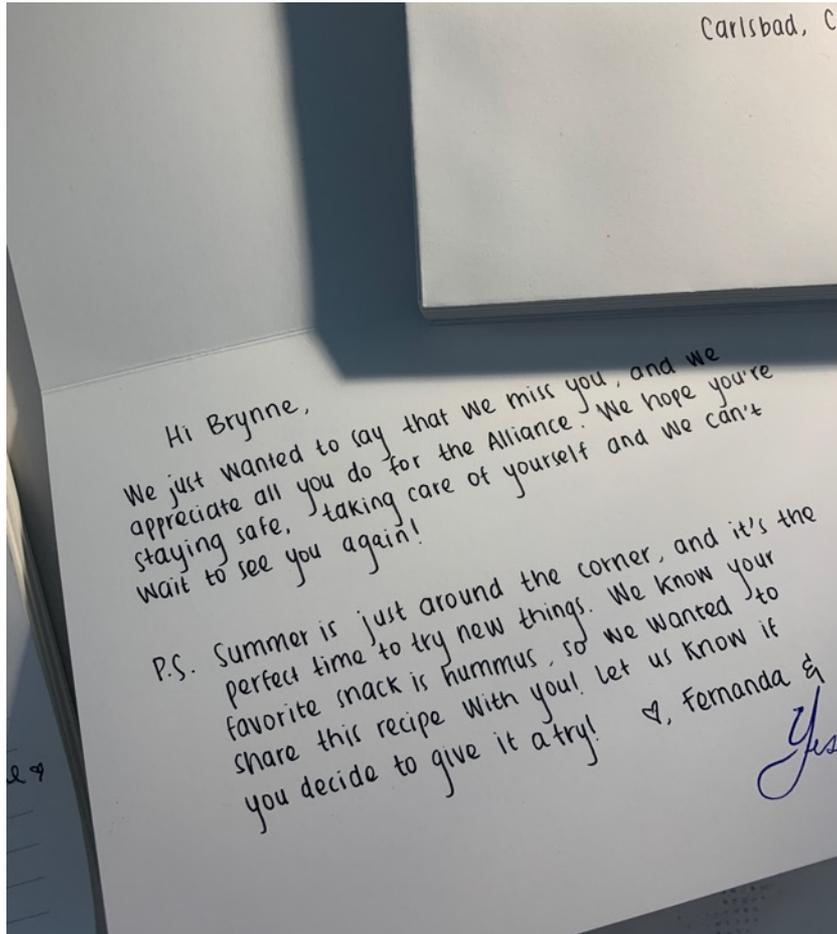
Added by Priya Bhui-Patel

Thank you John, Will and Emma for taking the lead and figuring out this online learning platform! This will be such a benefit to the Alliance, your work and time on this is so appreciated. :)

Jackie

Added by Jackie Anderson

# Team Affirmations



# Showing Appreciation

- Birthdays
- Anniversaries
- New Babies
- Get-Well Wishes
- Bereavement
- Farewells
- Graduations
- Weddings
- Character Traits



# Gathering Information

## "ALL ABOUT ME"



**NAME:**

**BIRTHDAY:**

**NICKNAME:**

My **SPIRIT ANIMAL** is

My favorite **COLOR** is

My favorite **SEASON** is  and my favorite **HOLIDAY** is

My favorite **MOVIE** is  and my favorite **GENRE** is

My favorite **BOOK** is  and my favorite **GENRE** is

My favorite **TV SHOW** is

My favorite **SPORT** is  and my favorite **TEAM** is

### ALL ABOUT... FOOD

My favorite **FOOD** is

My favorite **SNACK** is

My favorite **DESSERT** is

- CHOCOLATE** or **VANILLA**
- COFFEE** or **TEA**
- RED WINE** or **WHITE WINE**

My **DIETARY RESTRICTIONS/ALLERGIES** are:

A **QUOTE** that inspires me is

### WE WANT TO KNOW MORE ABOUT... YOU

Three things I **LOVE**:

- 
- 
- 

My favorite **SELF CARE ACTIVITY** is

My favorite **FREE TIME ACTIVITIES** are:

- MORNING** person or **NIGHT owl**
- MOUNTAINS** or **BEACH**

A **FUN FACT** about myself is

# Onboarding

WELCOME PACKET FOR NEW STAFF  
Table of Contents



## Welcome to the Hope TEAM!

v 1.13.21

### ITEMS TO FILL OUT AND SUBMIT TO THE ALLIANCE

The following forms (attached to this welcome packet) must be filled out and submitted to Jackie Anderson at [jackie@allianceforhope.com](mailto:jackie@allianceforhope.com) by the end of your third day of employment:

- 1) W-4 Form
- 2) CA Form DE-4
- 3) USCIS Form I-9
- 4) ADP Direct Deposit Enrollment Form
- 5) Two forms of ID (usually social security card and photo identification) in PDF

There is a meeting scheduled for you to meet with Jackie on your first day to review these together prior to filling them out to avoid any confusion and answer any questions.

The following forms can be emailed to Yesenia Aceves at [yesenia@allianceforhope.com](mailto:yesenia@allianceforhope.com)

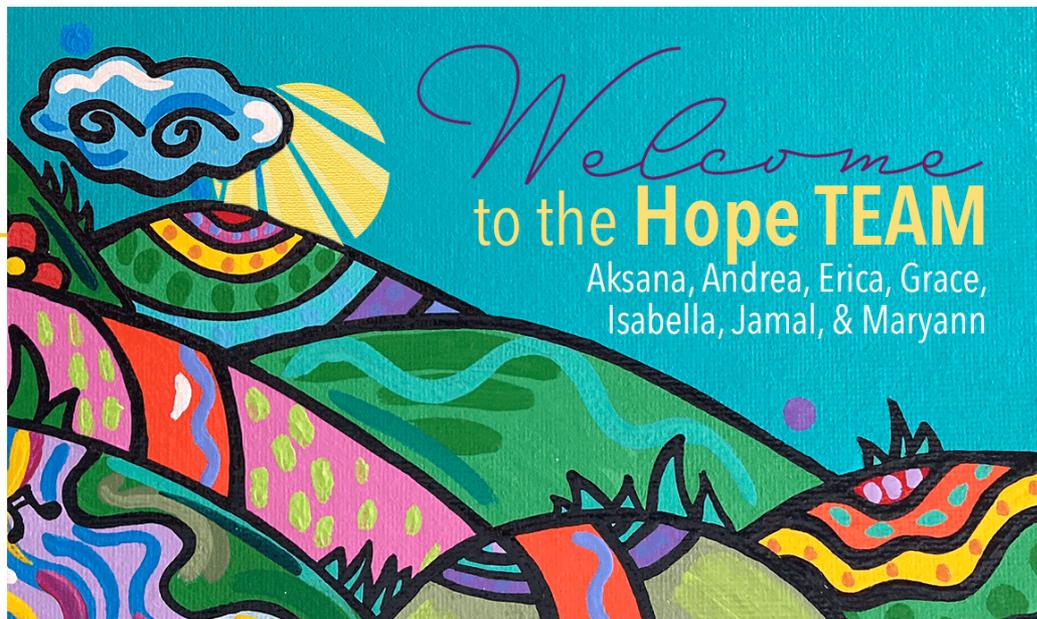
Disclosure and Authorization Form .....	2
Alliance Confidentiality Agreement .....	7
Emergency Contact Form .....	8
"All About Me" Form .....	9
Receipt of Personnel Policy Form .....	37

The following documents are included for your review:

Alliance Organizational Chart .....	10
LiveScan Instructions .....	13
Alliance Personnel Manual .....	14 – 23
Attire and Grooming Policy .....	38

NOTE: The results of your background check will be sent directly from the agency to the Alliance (LiveScan Form is attached to this email and link to instructions below. Each staff member is responsible for submitting a reimbursement form and receipt, if needed.

[allianceforhope.com](http://allianceforhope.com) | (888) 511-2532 | 101 West Broadway, Suite 1770, San Diego, CA 92101



## STAFF ON-BOARDING SCHEDULE ALL TIMES LISTED IN PACIFIC STANDARD TIME

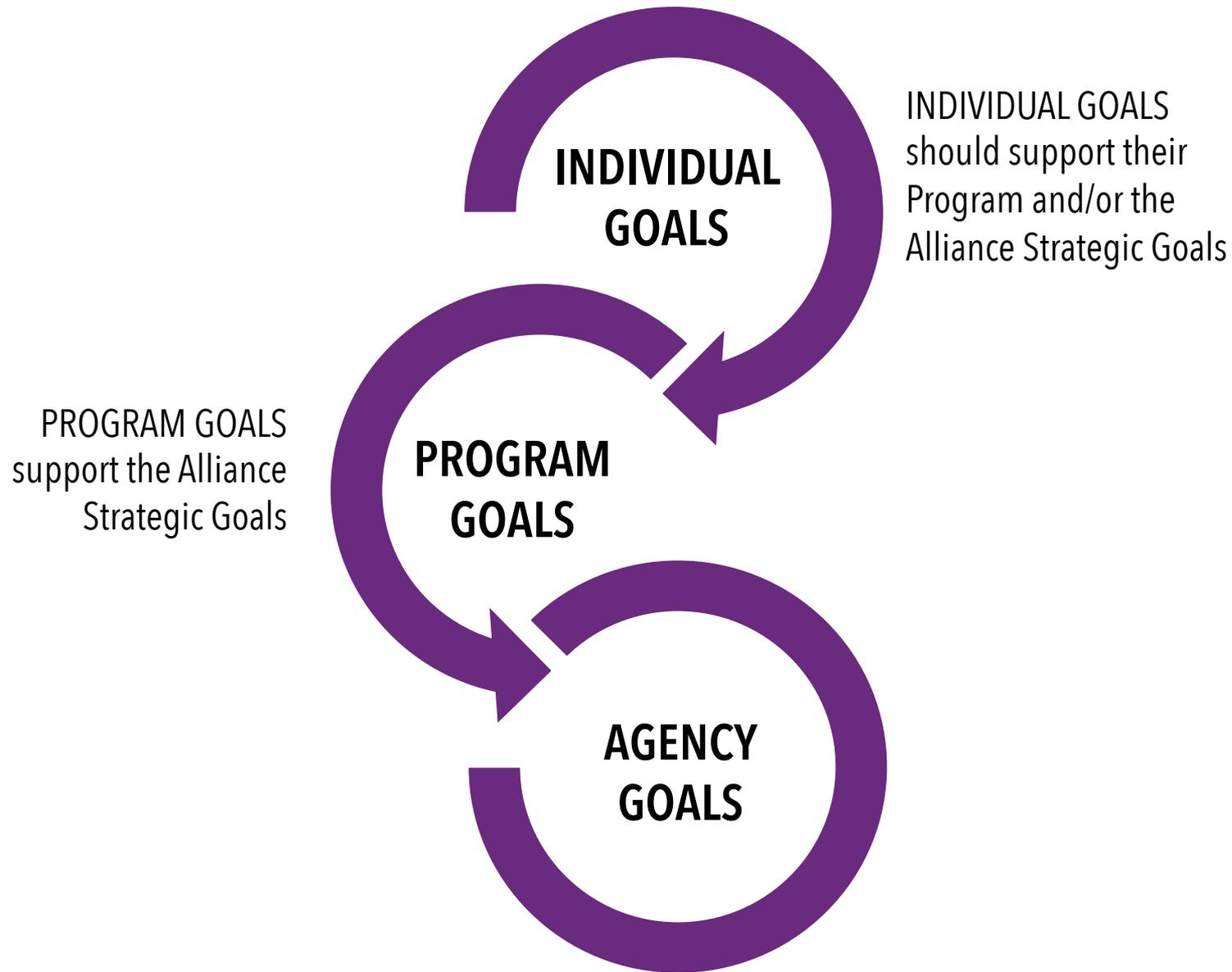
DAY 1	1/13/21	
8:00 am	0.50 hrs	<b>Prep for the day</b>
8:30 am	0.50 hrs	<b>Meet w CULTURE Team:</b> <a href="#">Check in for quick preview and technology check</a>
9:00 am	1.00 hrs	<b>Weekly Staff Meeting</b>
10:00 am	2.00 hrs	<b>Meet w CULTURE Team:</b> <a href="#">Review personnel manual, general policies, procedures, answer questions. Review Technology/software process for remote work</a>
12:00 pm	1.00 hrs	<b>Lunch:</b> <a href="#">virtual lunch together to get to know your cohort</a>
1:00 pm	1.75 hrs	<b>Meet with FINANCE Team:</b> <a href="#">Review and fill out new hire payroll forms included in your Welcome Packet. Review time sheet and reimbursement forms and processes. The forms you need to complete by the end of today are: W-4 Form, EDD Employee's Withholding Allowance Certificate, USCIS Form I-9, ADP Direct Deposit Form, PDFs of your 2-Forms of ID</a>
2:45 pm	0.25 hrs	<b>Break</b>
3:00 pm	2.00 hrs	<b>Welcome with CASEY AND GAEL:</b> <a href="#">General Overview of Alliance programs (to be dived deeper within your teams), History and Future of the FJC Movement Part I</a>



# GPS Goals and Pathways Setting Session

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HOPE-CENTERED GOAL SETTING Session process that incorporates Core VALUES and replaces the conventional annual Performance Evaluation







**HOPE (WORKSHEET 2 OF 3)**

**The purpose of this worksheet is to assist you in establishing and pursuing Individual Goals.**  
 By describing your desirable goal in as much detail as possible, you are likely to experience an increase in your motivation and interest. When you have described one or more possible strategies to your goal, you are now on the pathway to rising and sustained hope.

Staff Name	Date
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1. Describe your goal in as much detail as possible (See Goals Worksheet 1)

2. How much do you desire this goal? Select one (0=Not At All – 6=A Great Amount)    0    1    2    3    4    5    6

3. Why you want to achieve this goal? That is, describe what is motivating you.

4. Imagine you have just achieved your current goal. How you will feel? What will change in your life?  
 How will others be impacted by your achievement?

5. List the pathways (actions/strategies) you can use to achieve your goal.  
*For example, if your goal is to get a better job, pathways might include: Education, Training, etc.*

Pathway 1:

Pathway 2:

Pathway 3:

6. Describe potential barriers for each pathway you listed.

Pathway 1 Potential Barrier:

Pathway 2 Potential Barrier:

Pathway 3 Potential Barrier:

7. From points 5 & 6 above, choose the best pathway and describe how you will overcome the barriers to that pathway.

8. Describe a time when you achieved a difficult goal by overcoming barriers. That is, what were the barriers and how did you overcome them and how did you feel?

9. Describe the steps (*subgoals*) that you need to achieve to attain the goal. For example, what are steps that must be accomplished for you to attain your goal? *Add more benchmarks if needed in the space provided below the graphic.*

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	GOAL

Add any additional steps in this space:

10. Identify people and/or resources you can count on for support in pursuing your goal.

11. Describe something that motivates you (e.g., music, movie, person). Think of how you can use this inspiration to help you stay motivated as you pursue your goal.

**Overall, how successful do you think you will be in pursuing this goal?**

1	2	3	4	5	6
Not at all successful	A little successful	Somewhat successful	Moderately successful	Mostly successful	Very successful

PREDICTED GOAL SUCCESS: **6**    —

## PATHWAYS TO GOAL PLANNING (WORKSHEET 3 OF 3)

1. List your goal and select a pathway. You may explore the other pathways using this worksheet at a later time.
2. For each step, identify a potential barrier that may block success.
3. Describe solutions to barriers and the supports that will help you stay on track to success.

Name _____		Date _____				
SELECTED PATHWAY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	GOAL
	↑	↑	↑	↑	↑	
	POTENTIAL BARRIER					
	↑	↑	↑	↑	↑	
	SOLUTION	SOLUTION	SOLUTION	SOLUTION	SOLUTION	
	↑	↑	↑	↑	↑	
	SUPPORTS	SUPPORTS	SUPPORTS	SUPPORTS	SUPPORTS	



# How Do We Nurture Hope in Family Justice Centers?

# Adult Hope Scale

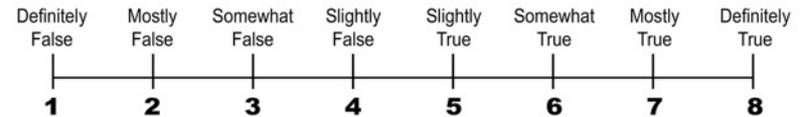
Scores can be added for a total hope score low of 8 to a high of 64.

Grouping scores:

Low hope (8-16)  
Slight hope (17-39)  
Moderate hope (40-55)  
High hope (56-64)

## THE ADULT HOPE SCALE

**Directions:** Read each sentence carefully. For each sentence, please think about how you are in most situations. Using the scale shown below, please select the number that best describes **YOU** and put that number in the blank provided. There are no right or wrong answers.



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

**Notes:** The **Agency** subscale score is the sum of items 2, 6, 7 & 8; the **Pathways** subscale score is the sum of items 1, 3, 4 & 5. **Hope** is the sum of the four **Pathways** and four **Agency** items. Scores can range from a low of 8 to a high of 64.

**Agency** Score \_\_\_ (Add items 2,6, 7, and 8)

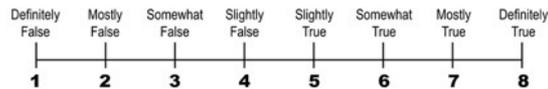
**Pathways** Score \_\_\_ (Add items 1,3,4, and 5)

**Total Hope** Score \_\_\_ (Agency Score + Pathways Score)

# HOPE is measurable, malleable, and cultivatable...

## THE ADULT HOPE SCALE

**Directions:** Read each sentence carefully. For each sentence, please think about how you are in most situations. Using the scale shown below, please select the number that best describes YOU and put that number in the blank provided. There are no right or wrong answers.



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

**Notes:** The **Agency** subscale score is the sum of items 2, 6, 7 & 8; the **Pathways** subscale score is the sum of items 1, 3, 4 & 5. **Hope** is the sum of the four **Pathways** and four **Agency** items. Scores can range from a low of 8 to a high of 64.

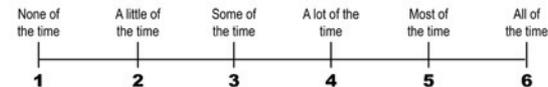
**Agency Score**    \_\_\_ (Add items 2,6, 7, and 8)

**Pathways Score**    \_\_\_ (Add items 1,3,4, and 5)

**Total Hope Score**    \_\_\_ (Agency Score + Pathways Score)

## THE CHILDREN'S HOPE SCALE

**Directions:** Read each sentence carefully. For each sentence, please think about how you are in most situations. Using the scale shown below, please select the number that best describes YOU and put that number in the blank provided. There are no right or wrong answers.



- \_\_\_ 1. I think I am doing pretty well.
- \_\_\_ 2. I can think of many ways to get the things in life that are most important to me.
- \_\_\_ 3. I am doing just as well as other kids my age.
- \_\_\_ 4. When I have a problem, I can come up with lots of ways to solve it.
- \_\_\_ 5. I think the things that I have done in the past will help me in the future.
- \_\_\_ 6. Even when others want to quit, I know that I can find ways to solve the problem.

**Notes:** The **Agency** subscale score is the sum of items 1, 3 & 5; the **Pathways** subscale score is the sum of items 2, 4 & 6. **Hope** is the sum of the three **Pathways** and three **Agency** items. Scores can range from a low of 6 to a high of 36.

**Agency Score**    \_\_\_ (Add items 1,3 and 5)

**Pathways Score**    \_\_\_ (Add items 2,4, and 6)

**Total Hope Score**    \_\_\_ (Agency Score + Pathways Score)

# Strategies to Nurture Hope

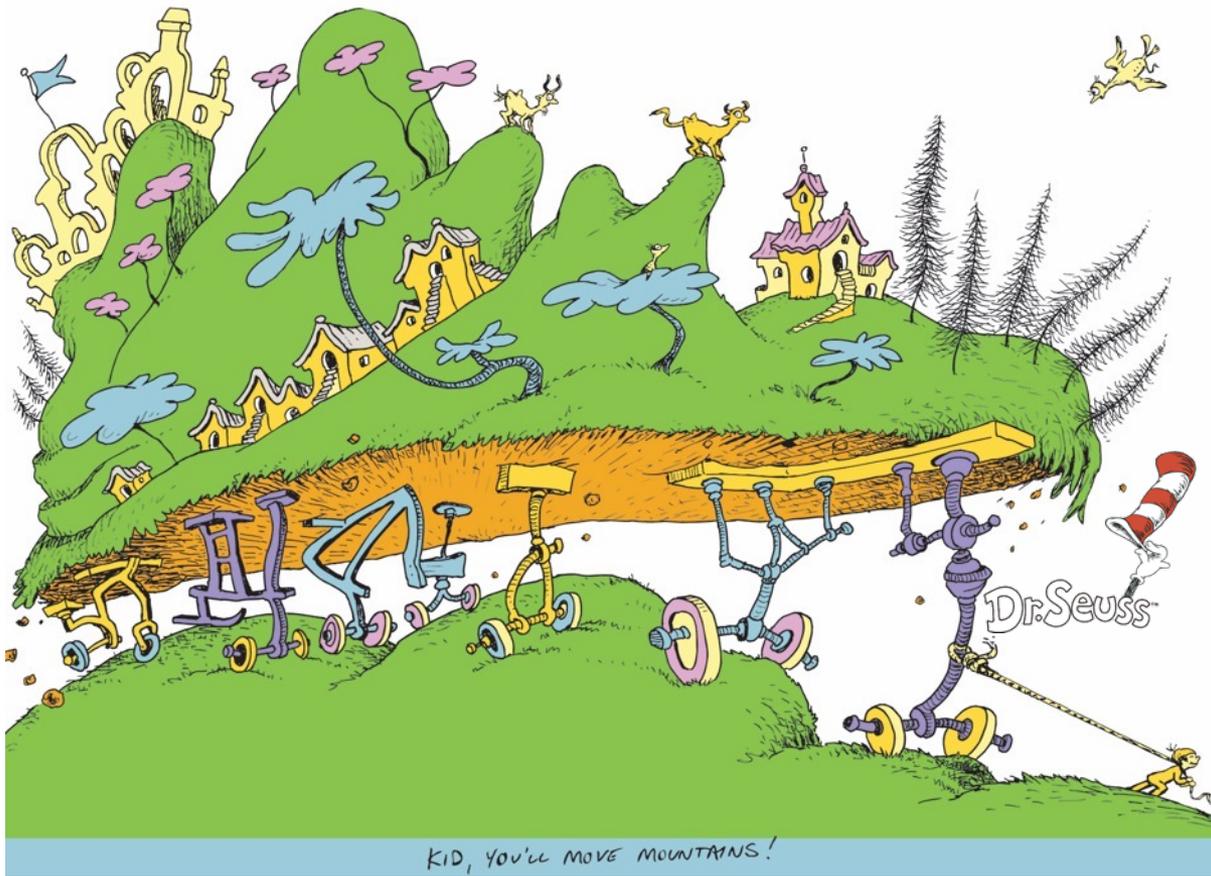
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Introduce Hope	Introduce hope and discuss its core components (NOT wishful thinking)
Goal Setting	Help survivors and staff to develop personally relevant goals
Pathways	List and discuss potential pathways the survivors/staff can identify
Willpower	Have survivors and staff to identify/describe sources of motivation
Problem Solve	Identify obstacles - look for high hope role models
Create Hope Visual	Create a Visual Map/Dream Board accessible for the reference
Re-Goaling	Remember - We have the ability to re-goal

# Force Multipliers with Hope and Healing

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- Community support for survivors and accountability and pathways to redemption for aggressors
- Mentors, Advocates, and Cheerleaders
- Trauma-Informed Care Practices/Pathways
- Pathways to the Five Domains of Social Wellbeing: Safety, Stability, Mastery, Social Connectedness, and Meaningful Access to Relevant Resources
- Collaborative approaches among those seeking to help survivors and their children like Family Justice Centers and Child Advocacy Centers and specialized courts with community partnerships



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