

Hope Inspired Leadership

Using the science of hope to build and lead effective teams



1

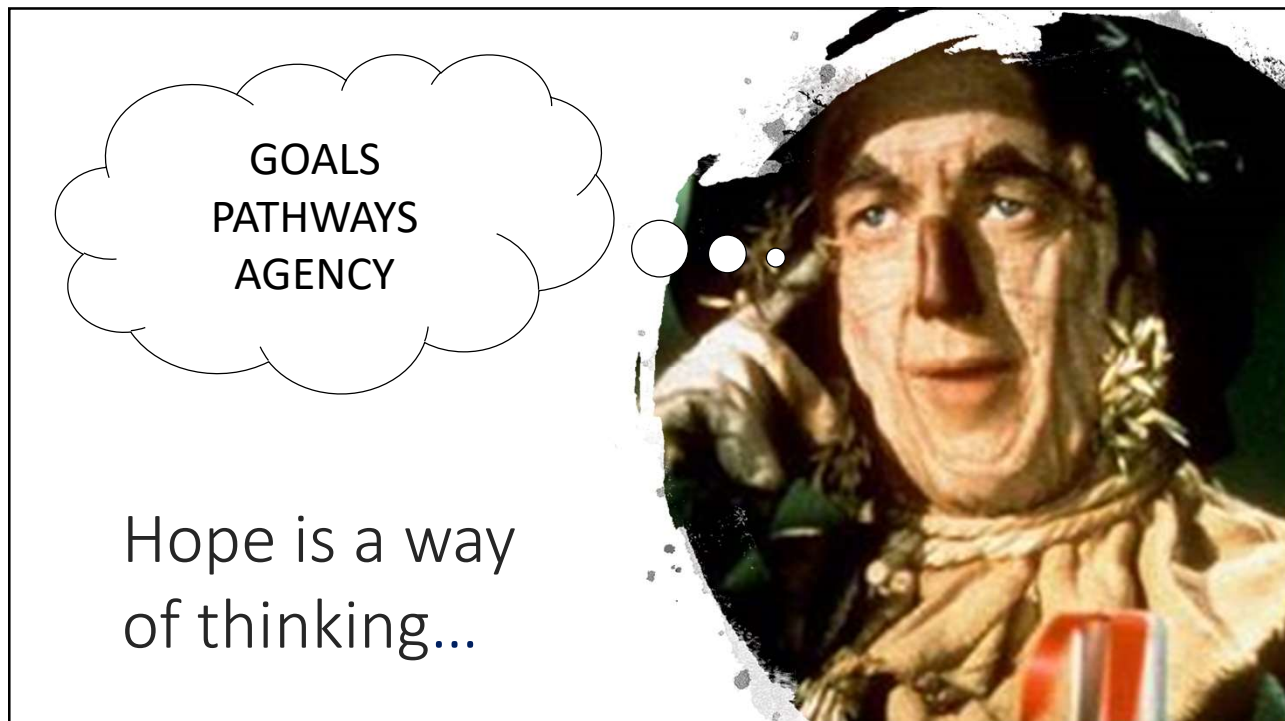
What does it mean to be hopeful?



2



3



4

Hope is not
about morality



5

Hope is a
social gift
we give each
other



6

The Power of Hope

Work

- Lower unplanned absences (4x)
- Higher productivity (1 day/week)
- More open to organizational change
- Reach goals more often and sooner
- More resilient to stress, vicarious trauma and compassion fatigue
- Higher profits and lower employee turnover

Education

- Higher academic performance
- Best predictor of success in college

Health

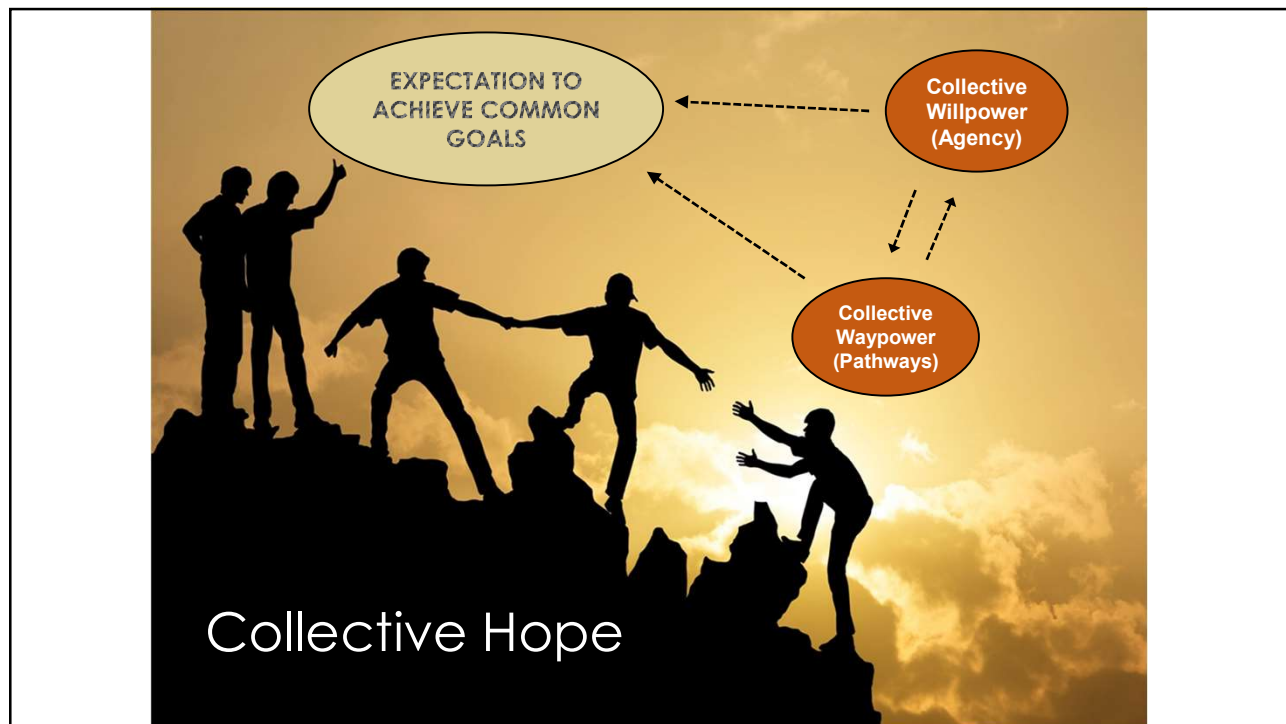
- Increased health
- Higher pain tolerance
- Lower depression
- Longer Lifespan

Hope is a leading predictor of Happiness and Wellbeing

7



8



9

Measuring Hope

Adult Hope Scale – developed
by Dr. Rick Snyder

Collective Hope Scale –
developed by Dr. Chan Hellman



10



Markers

The words we use are clues to our hope

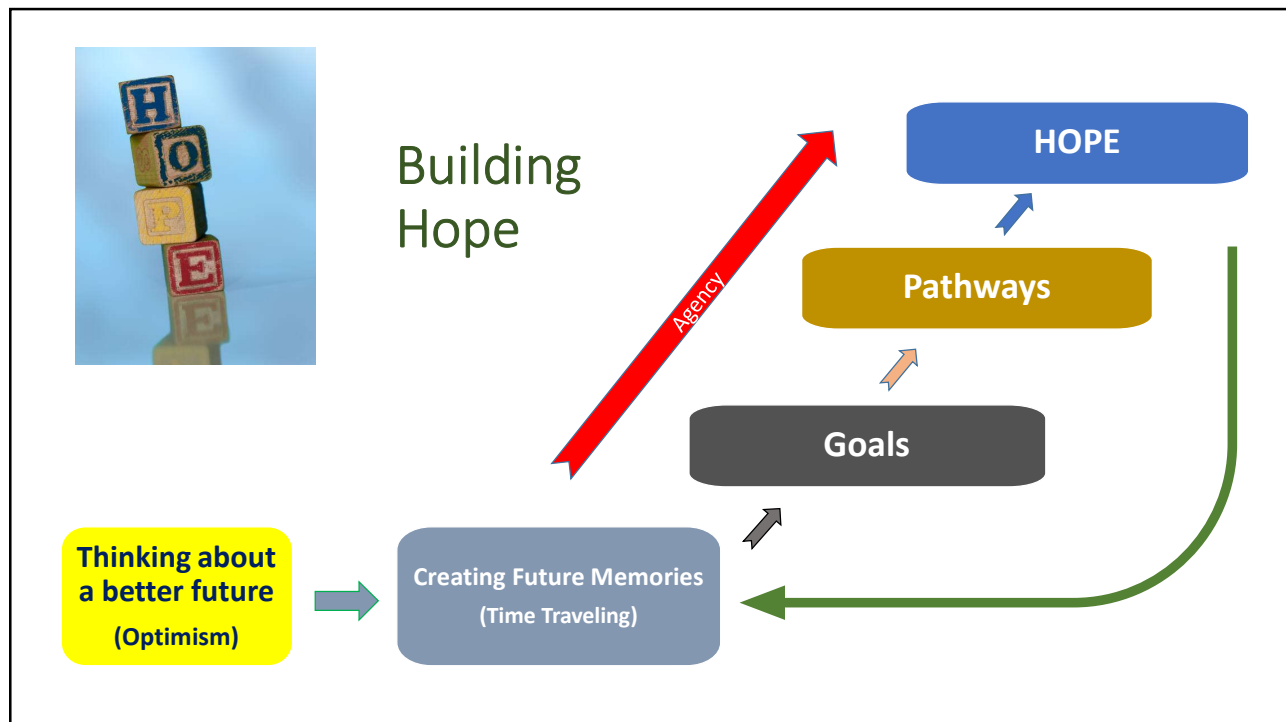
11

11



You hold the power of hope in your hands

12



13

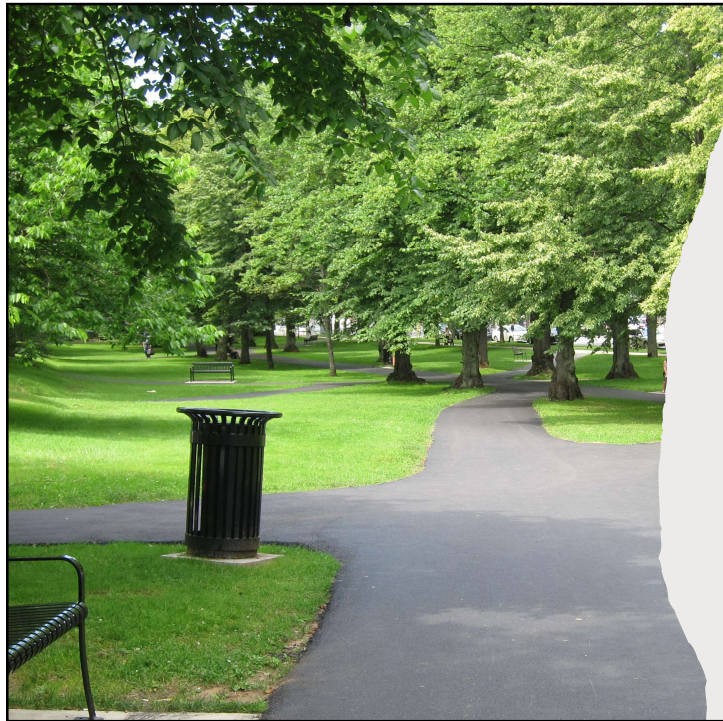
Goals

"Begin with the end in mind"
-Stephen Covey

Goals are motivating when they are desirable and achievable.

The image shows the acronym "SMART" in large, colorful letters. Each letter has a handwritten label above or below it: "S" is labeled "Specific", "M" is labeled "Measurable", "A" is labeled "Achievable", "R" is labeled "realistic", and "T" is labeled "Timely". A hand is visible at the bottom left, holding a black marker.

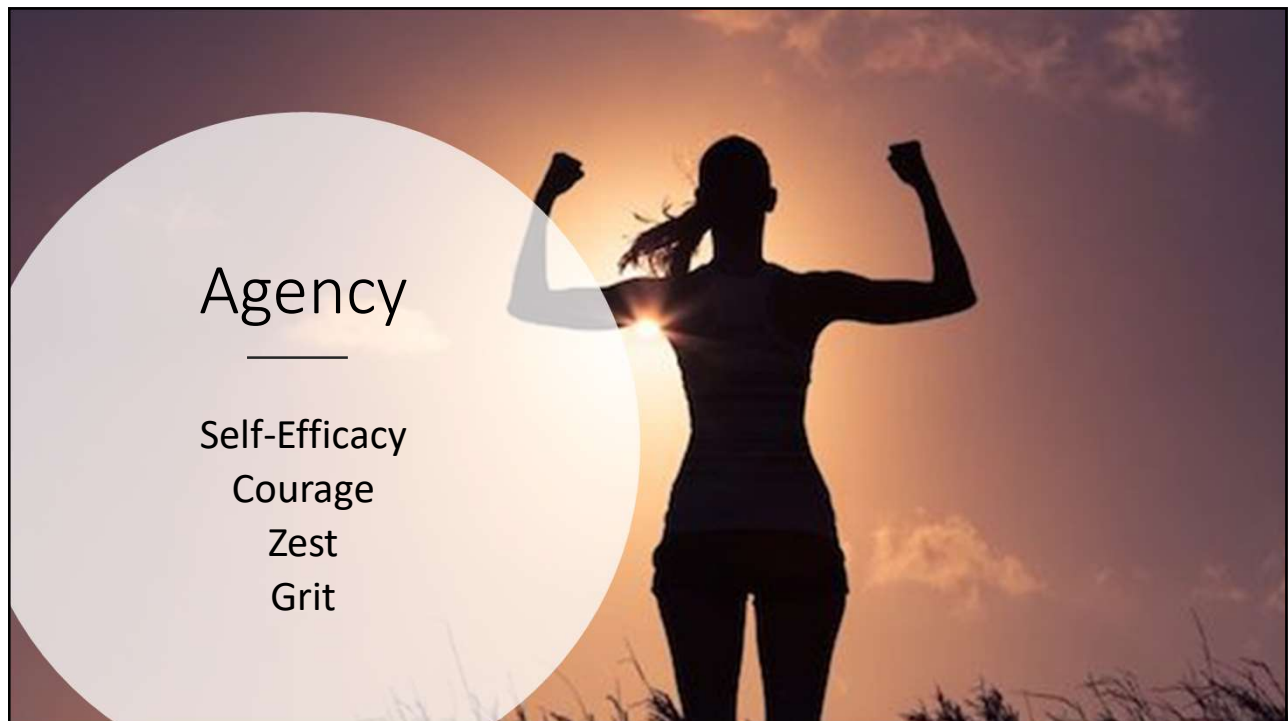
14



Pathways

- Determine sub-goals
- Brainstorm pathways/strategies to connect sub-goals
- Identify barriers
- Brainstorm solutions
- Select pathway which provides the highest likelihood of success

15

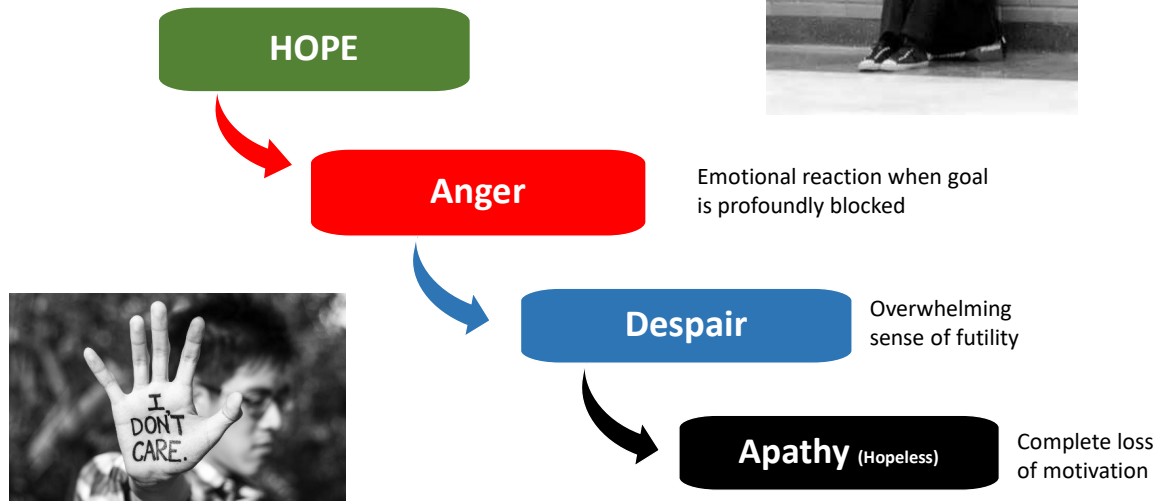


Agency

Self-Efficacy
Courage
Zest
Grit

16

Hopelessness



17

What do people want most from their leaders?

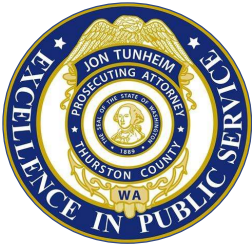
Compassion
Trust
Stability
Hope

communication
influence
mentor
responsibility
motivation
support
vision
teamwork
ethic
decision
contribution

Leadership

18

Hope Inspired Leadership



Servant
Based

Culture
Focused

Hope
Centered


19



Servant Leadership

- Lead through influence
- Influence through relationships
- Relationships are built on trust
- Trust is built with authenticity
- Listen & Support
- Give trust and empower
- Be courageous
- Celebrate achievements

20



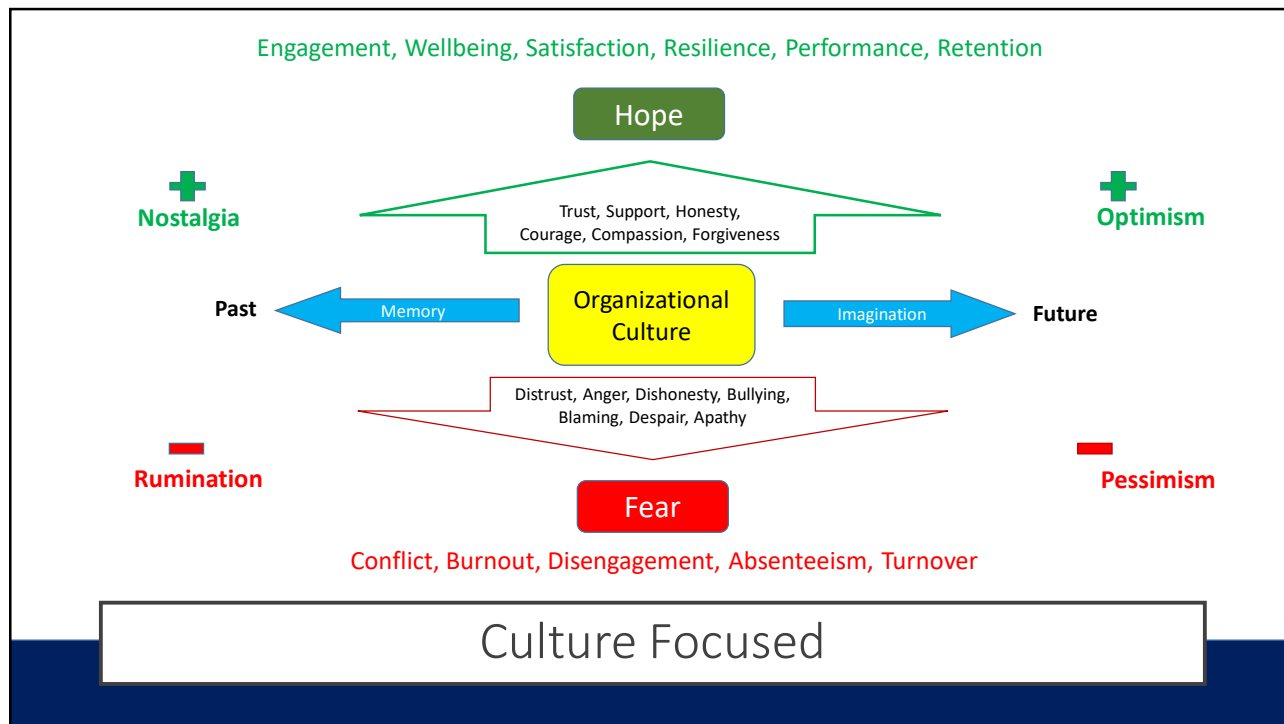
Modeling Hope

- Make hope a personal philosophy
- Be optimistic
- Be goal driven
- Think strategically
- Solve problems
- Let your hope infect others

21



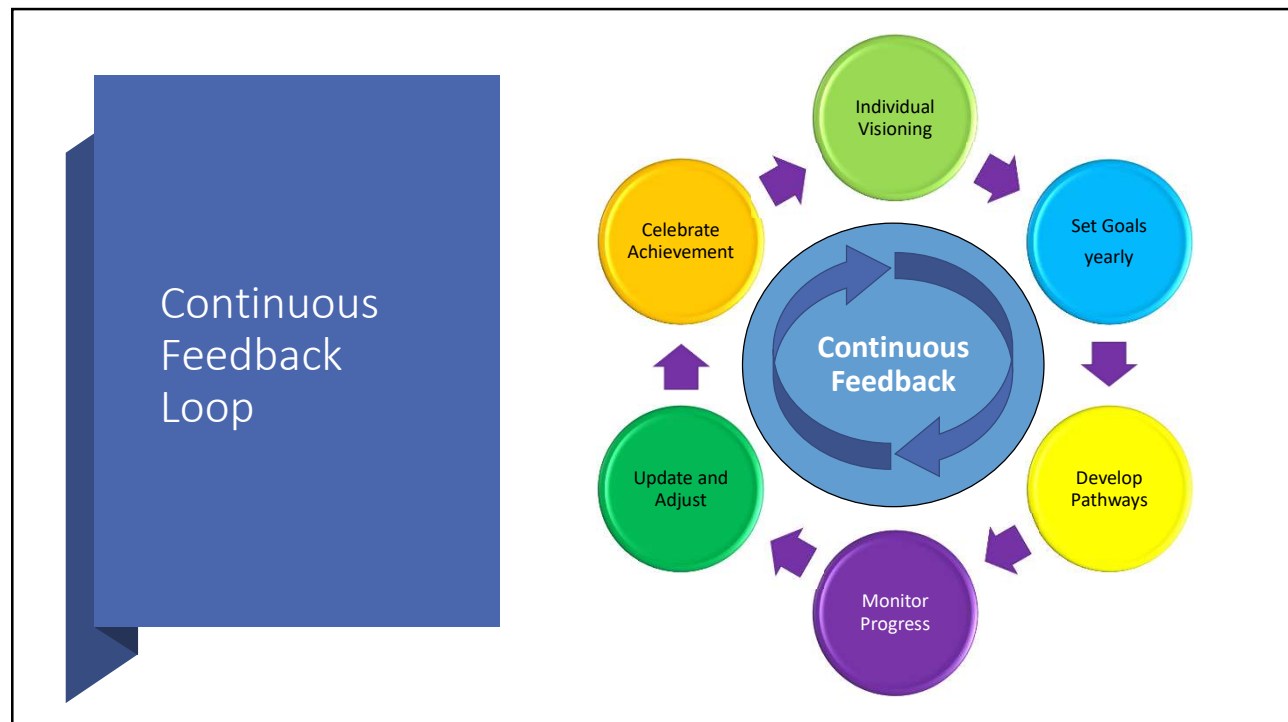
22



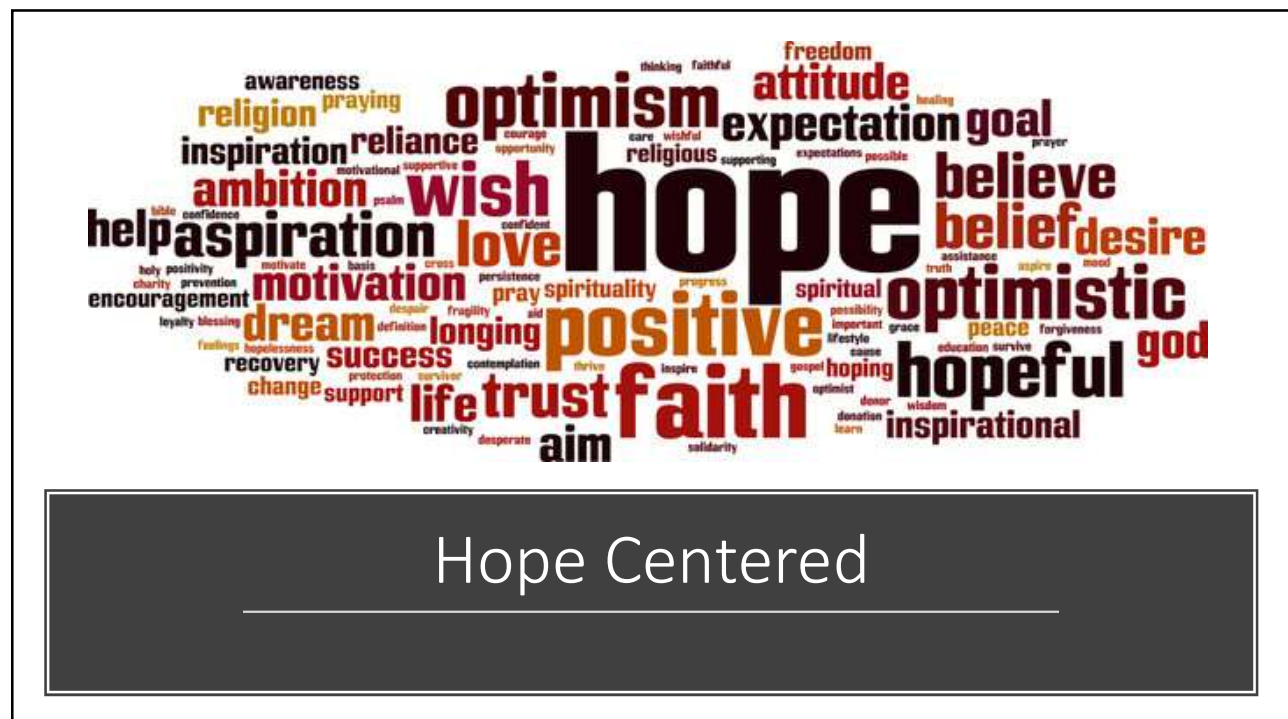
23



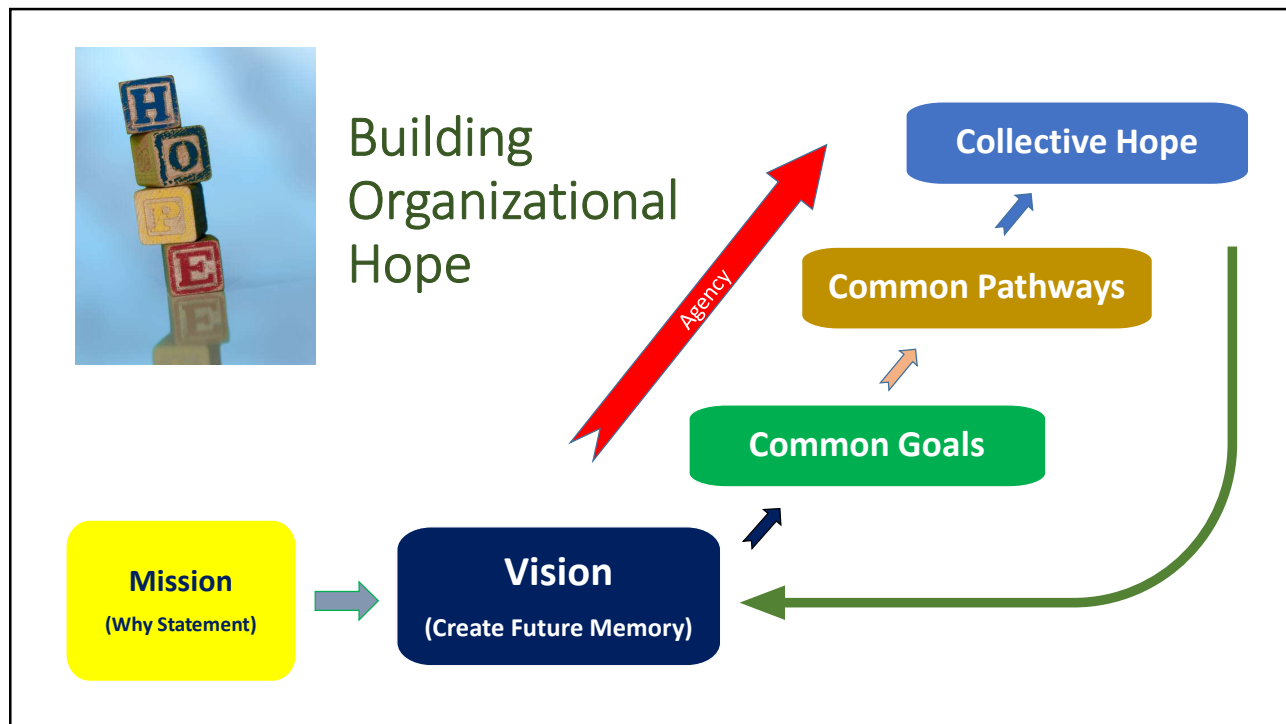
24



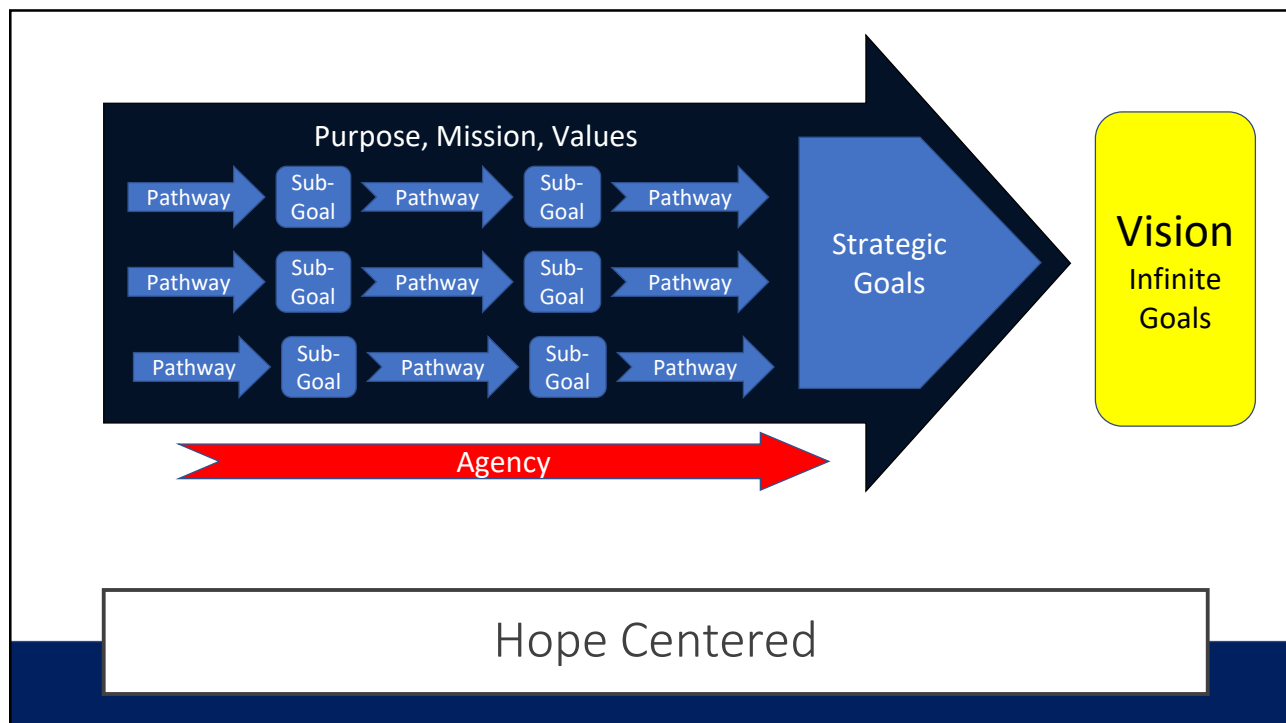
25



26



27



28



29

MAKING HOPE HAPPEN
Create the Future You Want for Yourself and Others
SHANE J. LOPEZ, PH.D.
GALLUP SENIOR SCIENTIST

YOU CAN GET THERE FROM HERE
The Psychology of Hope
C.R. Snyder

HOPE Rising
How the Science of HOPE Can Change Your Life
Casey Gwinn, J.D. & Chan Hellman, Ph.D.

Contact Information
Jon Tunheim , Thurston County Prosecuting Attorney
Email: jon.tunheim@co.thurston.wa.us
Phone: (360) 786-5540

30