



Becoming A Certified Hope Centered Organization



HOPE IS THE CORE VALUE

As a core value, hope is the guiding principle serving as the foundation for decision-making, setting priorities, and shaping the overall direction of the organization.

Fidelity Indicators

Leadership Commitment

Leadership communicates a clear vision of hope as a core value informing policy, practices and culture.

Policy & Procedures

Policy changes reflect commitment to infusing hope as a core value promoting well-being in both customer and workforce.

Science Of Hope Integrity

Internal and external communication plan emphasizes the definition and core components of hope as a guiding principle where well-being is the outcome.

Sustaining Hope Efforts

Organization builds an external reputation for its commitment to hope. Employee recruitment, selection, and onboarding demonstrates hope as a core value.

Hope Is The Practice Model

Hope strategies are infused into program service delivery. Commitment to hope as a framework for client well-being.

Evaluation Activities Include Hope Metrics

Hope and collective hope represents a theory of change model to evaluate practice outcomes and workforce well-being.

Evidence of On-going Professional Development

The certified hope centered organization has included the multi-tiered training model with clear evidence of sustainability.

Hope
Ambassador

Leadership

Hope Awareness

Hope Navigator[®]

Hope Centered Organizations Focus Their
Attention and Intention on Nurturing Hope
www.chanhellman.com



HOPE AS OUR CORE VALUE

We believe that hope is the foundation of well-being—a framework that empowers individuals, strengthens communities, and fuels positive change. We are an organization of possibility, built on the belief that hope is not a wish—it is our strategy.

OUR FOUNDATION

- We believe hope is learned, practiced, and strengthened through action.
- We embrace adversity as an opportunity for growth, knowing that obstacles do not define us – our response to them does.
- We recognize that well-being is not just the absence of struggle, but the presence of purpose, connection, and growth.
- We honor the power of agency, equipping children, adults, and families with the confidence to shape their future.
- We strive to create a culture of hope that promotes workforce well-being, empowering each of us to live with meaning and purpose.

OUR COMMITMENT

- **We set meaningful goals**– aligning our actions with values that enhance well-being.
- **We create clear pathways**– removing barriers, fostering innovation, and ensuring strategies of growth and healing.
- **We strengthen agency**– empowering individuals with the tools, encouragement, and autonomy to thrive.
- **We foster supportive connections**– knowing that well-being flourishes in communities of care, belonging, and encouragement.

OUR IMPACT

We are builders of a future where hope is the foundation of well-being. In every endeavor, every relationship, and every decision, we choose to be a beacon of possibility. Together, we illuminate the path forward—one hopeful action at a time.

TRANSFORM YOUR ORGANIZATION THROUGH THE FRAMEWORK OF HOPE

For mission-driven organizations serving people affected by trauma, adversity, and toxic stress, the Hope-Centered and Trauma Informed[®] model provides a proven, research-backed framework to create culture change, reduce burnout, and improve long-term outcomes--both for clients and staff.

Why Choose Our Training?

- The Only CEBC Rated Science of Hope Curriculum.
- Expert-Led Workshops.
- 40+ Published Peer-Reviewed Studies.
- Improved Outcomes and Workforce Well-Being.



Hope-Centered and Trauma Informed[®]



Evidence Based Multi-Level Training Model:

Leader Training:

- Introduction to the science of hope and its impact on organizational outcomes and workforce well-being. Leaders establish hope as a core value and set priority areas for implementation.

Hope Ambassador:

- Project manager leading the organization's implementation strategies.

Hope Awareness Training:

- Staff are introduced to the science of hope and its impact on well-being. Staff develop hope centered goals and pathways toward goal attainment.

Hope Navigator[®] Training:

- Selected participants develop strategic implementation plans to infuse hope into programs, policy, and/or practice.

Join The Growing Network of Certified Hope-Centered Organizations

**THOUSANDS OF RESEARCH STUDIES
DEMONSTRATE HOPE AS ONE OF THE
STRONGEST PREDICTORS OF WELL-BEING!**



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REFERENCES AVAILABLE

Hope Training Now Listed On The California Evidence Based Clearinghouse For Child Welfare Serving Organizations!

PROMISING RESEARCH EVIDENCE
HIGH RELEVANCE TO CHILDWELFARE



About The Hope Training

Hope Awareness Training was designed to foster hope by targeting cognitive, emotional, and behavioral components associated with goal-setting, agency thinking, and pathways to success. Rooted in positive psychology and trauma-informed care, Hope training provides a structured framework that can be delivered across human services, school, community, and behavioral health settings.

Highlights Of Hope Training



Increased goal-setting abilities and future orientation for children and families



Decreased symptoms of depression and hopelessness



Improved engagement, goal-attainment, self-regulation, and coping with stress



Decreased symptoms of burnout, secondary traumatic stress, and turnover among service providers



Scaleable to large capacity with training available on LMS self-paced platform or in person

Hope As A Framework For Action

The CEBC listing gives child welfare agencies, school systems, and behavioral health providers the confidence to implement Hope-Centered strategies knowing it meets high standards of evidence and effectiveness. The training aligns well with state and national priorities related to prevention, resilience-building, and reducing risk factors for mental health crises.

About The Clearinghouse

The CEBC is one of the nation's most respected repositories for evidence-based programs in child welfare. Its rigorous review process evaluates programs based on scientific evidence, relevance to child welfare populations, and implementation readiness.

For more information, or to view the CEBC listing, visit:
<https://www.cebc4cw.org/program/hope-enhancement-for-child-welfare/>



**Hope-Centered and
Trauma Informed®**



IMPACT OF HOPE NAVIGATOR TRAINING

Key Evaluation Results:

Participant Reactions To Training:

- Over 90% agreed or strongly agreed:
The training was valuable, relevant, and engaging.
- Over 95% agreed or strongly agreed:
Training can improve organizational culture.
Training can improve client outcomes.
Training can improve workforce well-being.
- 70% of participants (most with 5+ years of service) rated Hope Navigator training as the most valuable they have received from the organization.

Learning Obtained By Participants:

All metrics showed statistically significant improvements with large effect sizes (Cohen's $d > 1.18$):

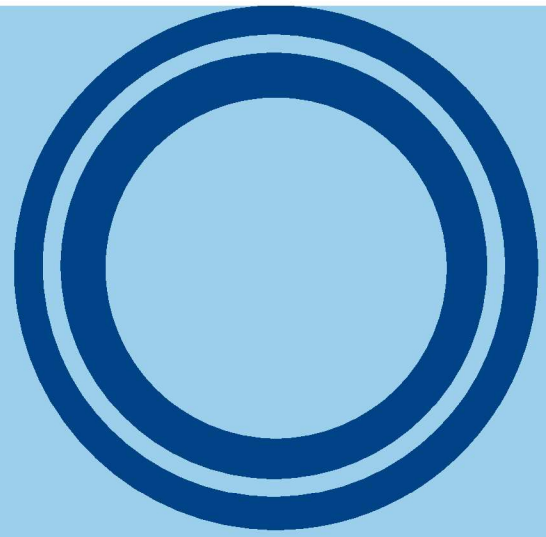
Learning Outcome	% Reporting Increase	Effect Size (Cohen's d)
Knowledge of Hope	92.70%	1.82
Confidence Using Hope Strategies	88.80%	1.75
Skill Level Applying Hope in Practice	90.00%	1.69
Program Effectiveness	76.50%	1.18

Project Implementation Outcomes:

- 90.6% reported their hope-centered project improved client outcomes.
- 88.4% reported their hope-centered project improved workforce morale.
- Over 80% reported successful implementation of their projects.

Key Evaluation Conclusions:

The five-year evaluation of over 200 participating Hope Navigators provides strong evidence of high impact and value—both in measurable outcomes and qualitative improvements to organizational culture, staff well-being, and client services.



Hope Navigator

A Hope Navigator is trained to design and implement hope-centered strategies within organizations, systems, or communities.

Hope Navigators learn strategies that both teach and nurture hope as a framework that drives well-being.

Return On Investment

Investing in Hope Navigator training produces a high ROI by:

- Strengthening staff retention, engagement, and well-being.
- Improving client motivation and service outcomes.
- Creating a unified, trauma-informed organizational culture.
- Providing a replicable, evidence-based framework for strategic change.

Hope Navigator training is not just a program—it is a culture shift that drives performance, protects people, and promotes thriving communities.

