

The Science and Power of Hope Series

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The Hope Centered Organization

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Chan Hellman LLC -- Hope Centered And Trauma Informed®

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With Over 2,500 Published Research
Studies, Hope Is One Of The
Strongest Predictors Of Well-Being.

Trauma Reactions Reduce Client Engagement In Programs





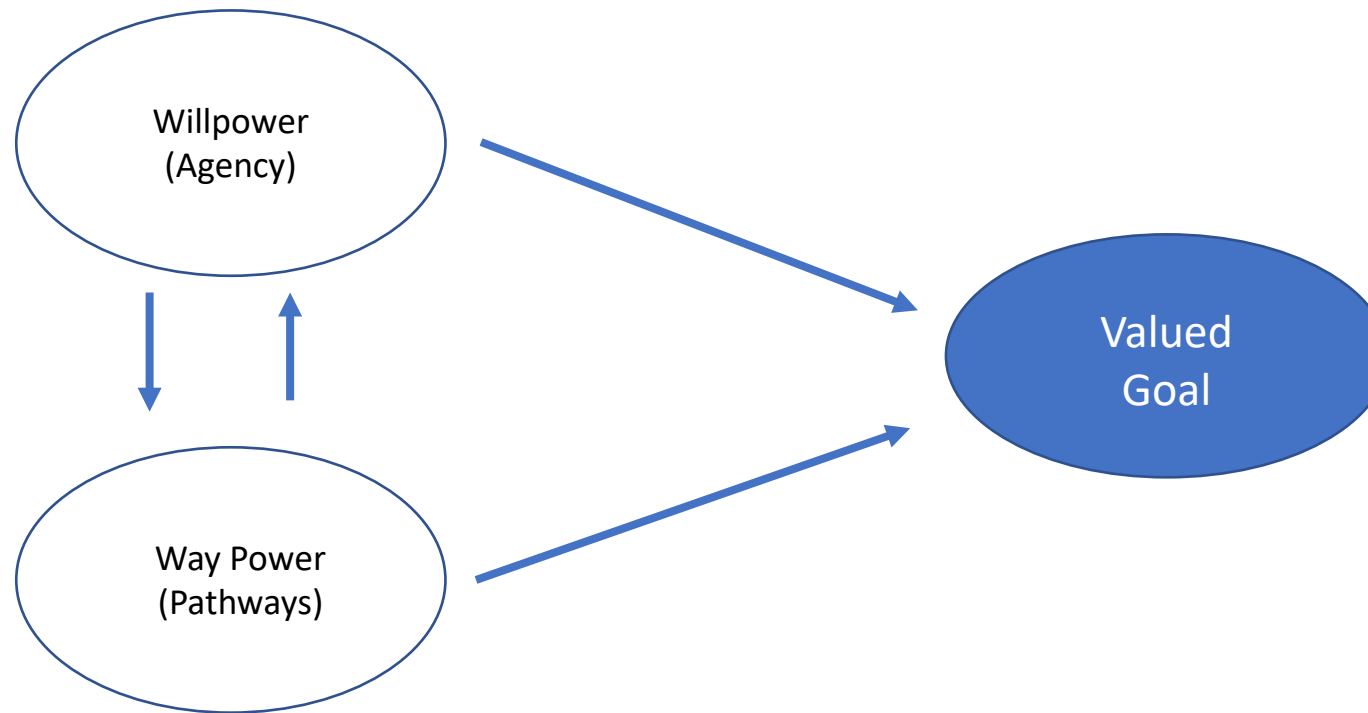
What is Hope?

Hope is the **belief** that your future will be better than today, and **you** have the power to make it so.

Hope is the expectation I can set and attain valued goals.

The Simplicity of Hope

...Willpower without pathways is a wish!



Why Hope Matters

When Hope Is Nurtured

When Hope Is Lower

Mental Health

Higher well-being, emotional regulation, better coping with stress

Depression, anxiety, emotional dysregulation

Physical Health

Improved physical health, pain tolerance, higher compliance with treatment

Lower life expectancy, reduced health seeking behaviors

Social Health

Higher social connectedness, civic engagement

Loneliness/Isolation, increased criminal activity, despair

Education

Higher GPA, attendance, graduation rates

Absenteeism, truancy, drop-out

How Adversity/Trauma Influence Hope

Adversity Influences The Nature of Our Goals.

- Avoidant or Achievement Mindset
- Short-Term and Long-Term

Pathways Thinking Becomes Difficult.

- Ability to consider barriers and problem solve
- Ability to identify multiple pathways to goals

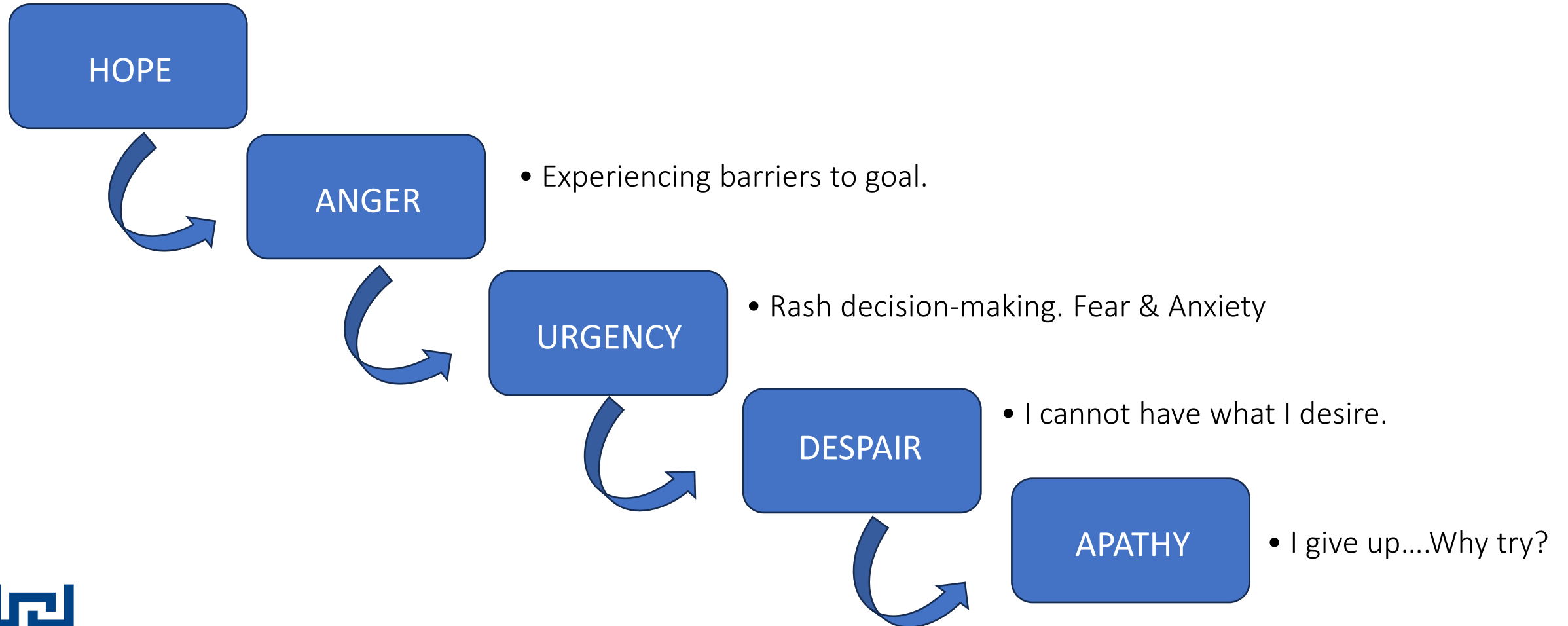
Willpower Is Focused on Fear and Rumination.

- Willpower is a potentially limited resource
- Importance of nutrition



What is the opposite
of hope?

THE LOSS OF HOPE IS A PROCESS





Hope Can Be Taught!

Hope Centered And Trauma Informed®



Strategies To Nurture Hope

Introduce Hope	Introduce the concept of hope and its core components (not wishful thinking).
Goal Setting	Develop personally relevant goals.
Pathways	List and discuss potential pathways toward goal achievement.
Willpower	Identify/describe sources of motivation.
Problem Solve	Identify and list obstacles.
Create Hope Visual	Create a Visual Map accessible for the reference.
Re-Goal	Remember – We have the ability to re-goal.



Hope As A Protective Factor:

Creating a Culture of Hope To
Promote Staff Well-Being

The Science of Hope as A National Framework



More than **2,500** studies demonstrate its impact on well-being, resilience, and performance across systems.



Cross-sector implementation of hope is advancing across the United States — state agencies, education, justice systems, communities, and organizations.

NGA



The National Governors Association

Uses hope as a framework for the 2026 conferences.



The US Department of Justice

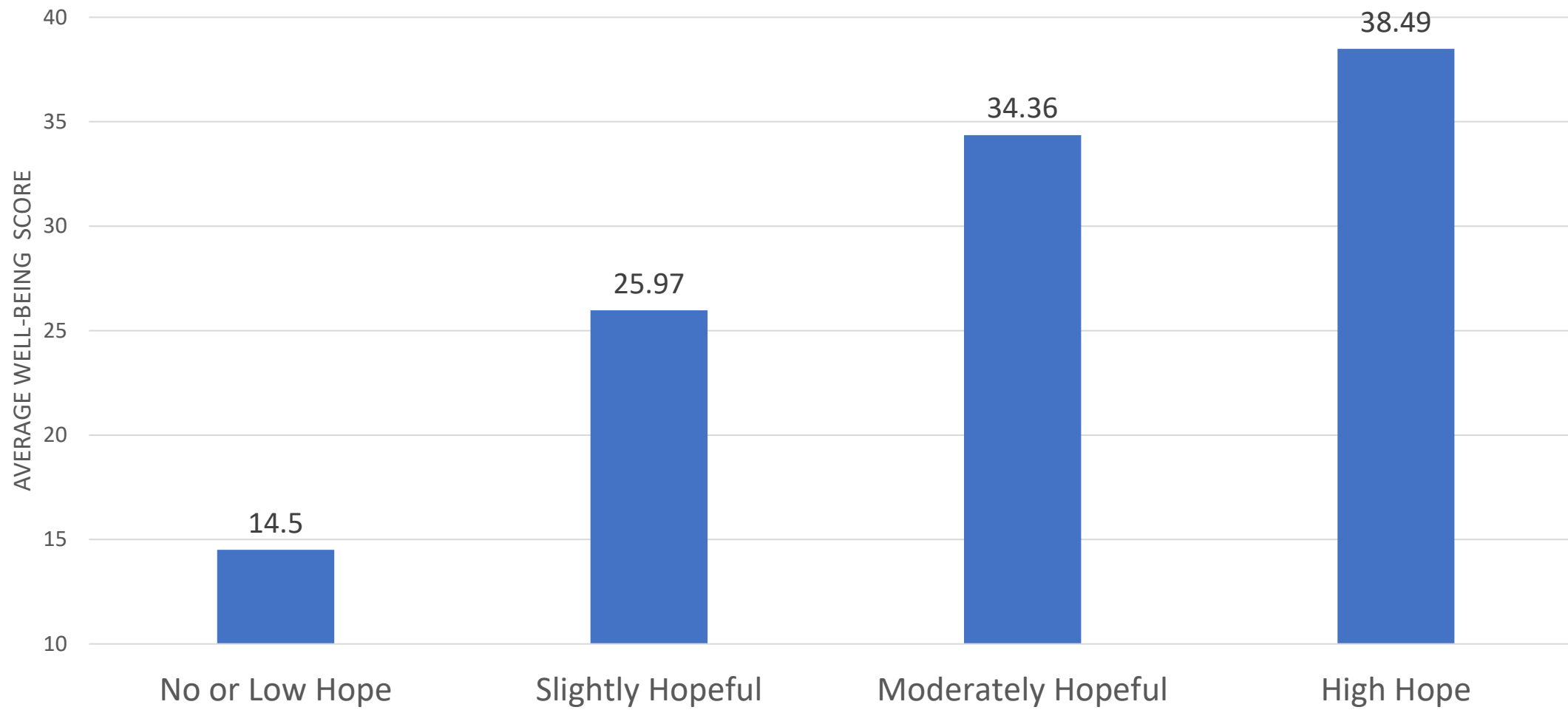
Award for Building Knowledge Through Research.



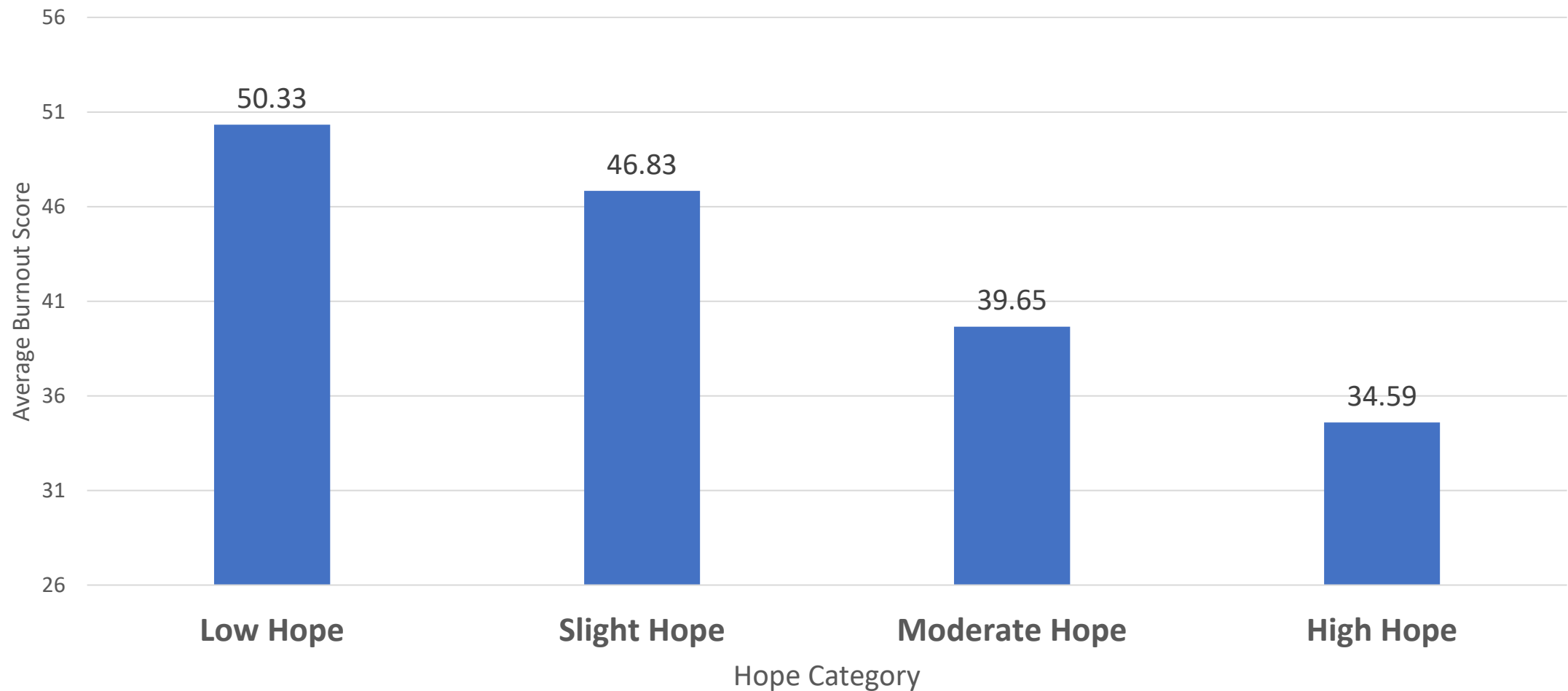
The California Evidence Based Clearinghouse (CEBC)

Lists hope as an evidence based curriculum.

Hope and Employee Well-Being

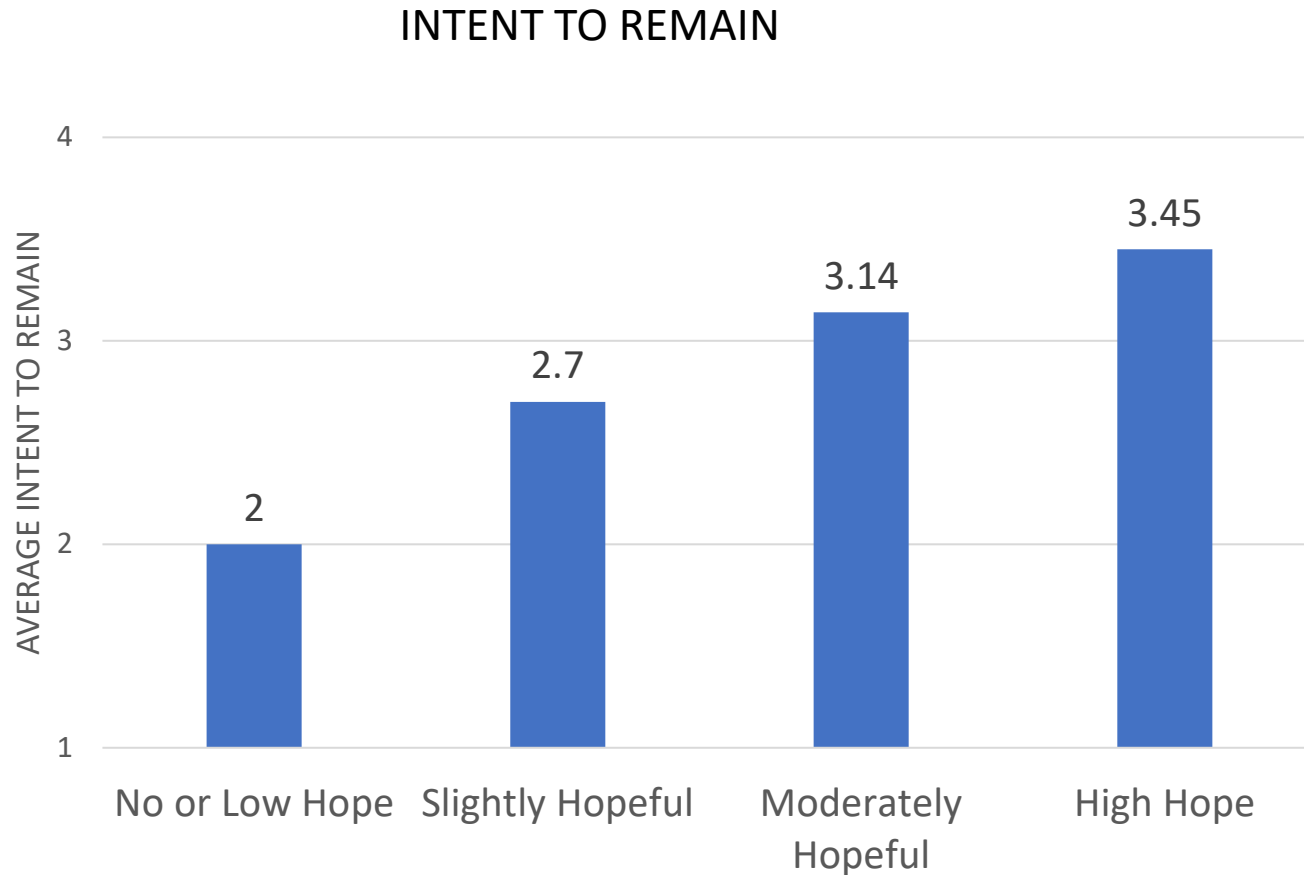


Employee Burnout by Individual Hope Level



Note: Scores 33 to 47 = Moderate burnout; 48+ = High burnout
N = 2,480;
 $\eta^2 = .15$ (large effect)

Employee Turnover Behaviors



Hope Centered And Trauma Informed®

IN 2022 OKDHS
REPORTS A **17%**
REDUCTION IN
TURNOVER
ASSOCIATED WITH
INCREASED HOPE

Collective Hope.

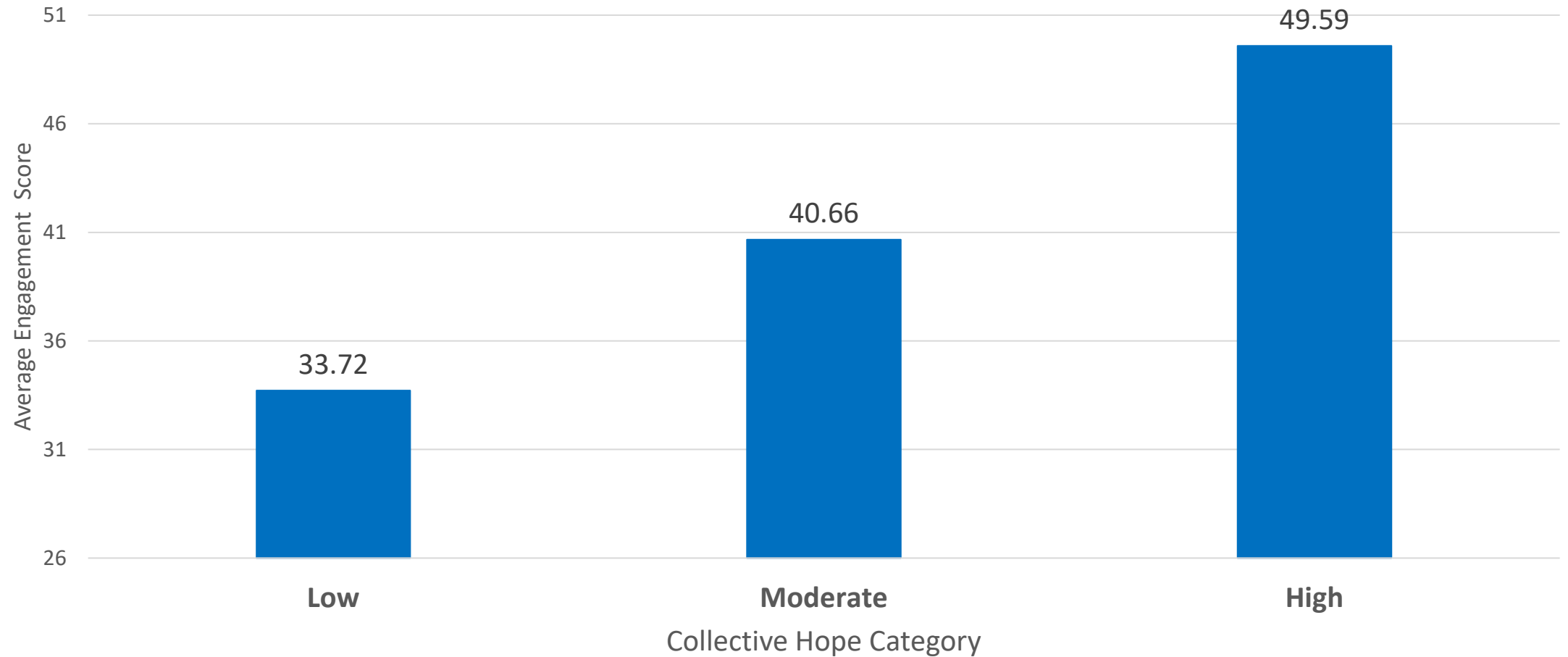
An employee's perception the:

- organization/leaders can set a clear goal.
- the team possesses the ability to find pathways and navigate barriers.
- There is a collective willpower to engage goal pursuits.

WHY COLLECTIVE HOPE?



Collective Hope and Employee Engagement



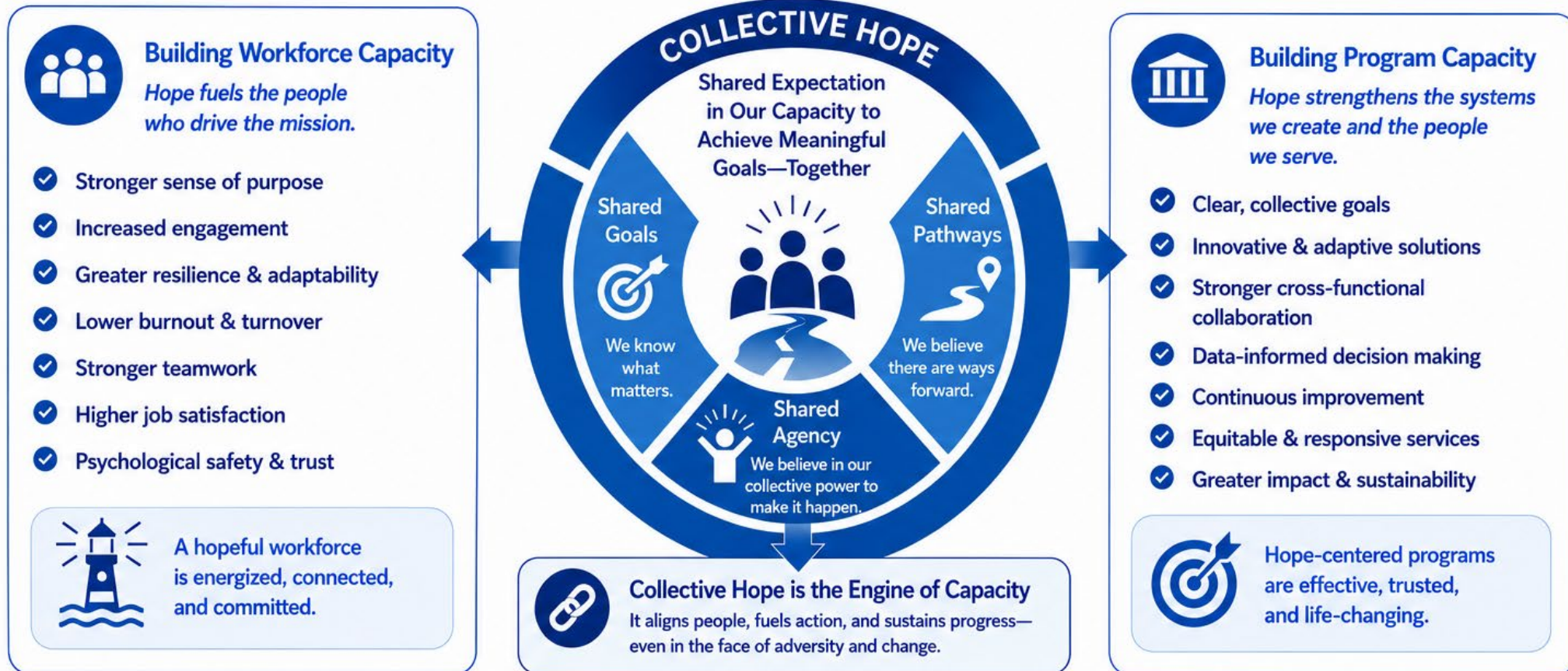


The Science of Hope:

A Framework for Building Organizational Capacity



Hope provides a unifying framework that strengthens people, programs, and systems.



Outcomes: Increased Organizational Capacity



Thriving Workforce



Stronger Performance



Better Outcomes for Individuals, Families & Communities



Sustainable Impact



Resilient, Adaptive Organizations

When hope is the framework, capacity grows—and people flourish.

Hope-Centered Organization: Multi-Tiered Training Model



Well-being is the outcome. Hope is the framework.



Hope Centered
Hope As A Framework For Action

HOPE AWARENESS TRAINING

Science. Strategies. Strengthening Outcomes.

An evidence-informed workshop that introduces the Science of Hope and the Hope-Centered and Trauma-Informed® framework to strengthen well-being, resilience, and outcomes for children, families, and the professionals who serve them.



Rooted in 20+ years of research by Hope Research Center and supported by 50+ peer-reviewed studies.



Improves engagement, coping, resilience, and workforce well-being.



CEBC Listed Program with promising research evidence and high relevance for child welfare-serving organizations.



WHO IT'S FOR



Child Welfare



Behavioral
Health



Education



Justice
Systems



Family Support
& Community
Organizations



Healthcare



First
Responders



**IS TEACHABLE.
IS MEASURABLE.
MAKES A DIFFERENCE.**



Building hope-centered practices.
Improving lives. Strengthening communities.



LEARN MORE
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REFERENCES AVAILABLE
Evidence. Impact. Results.



CHAN HELLMAN LLC

GENERATING OPPORTUNITIES
BY CREATING VALUE

HOPE NAVIGATORS™

Change Agents. Strategic Leaders. Culture Builders.

Hope Navigators are trained change agents who translate the science of hope into strategic action—designing and leading implementation plans that infuse hope across programs, practices, and policies to strengthen organizational capacity and outcomes.



WHO ARE HOPE NAVIGATORS?

Hope Navigators are frontline champions and internal leaders who:

- ✓ Understand the science of hope and its impact
- ✓ Lead strategic implementation of hope-centered initiatives
- ✓ Identify barriers and build pathways for change
- ✓ Engage teams and stakeholders across all levels
- ✓ Transform systems to build sustainable cultures of hope



WHAT HOPE NAVIGATORS DO

Hope Navigators create and lead strategic implementation plans that:

- ✓ Infuse hope into programs, practices, and policies
- ✓ Align goals, pathways, and agency to improve outcomes
- ✓ Strengthen workforce well-being and reduce burnout
- ✓ Build organizational capacity for lasting change
- ✓ Measure impact and drive continuous improvement



IMPACT OF HOPE NAVIGATORS

Organizations with active Hope Navigators experience:

- ✓ Stronger cultures of hope and trust
- ✓ Improved outcomes for those served
- ✓ Higher staff engagement and retention
- ✓ More collaborative teams and cross-system partnerships
- ✓ Sustainable systems change and organizational growth



HOPE NAVIGATORS LEAD CHANGE FROM WITHIN.



They turn intention into action and hope into measurable results.



STRATEGIC THINKERS

Design implementation plans that align with mission and goals.



COLLABORATIVE CONNECTORS

Build relationships and engage teams across the organization.



SUSTAINABLE CHANGE MAKERS

Institutionalize hope-centered practices for long-term impact.



HOPE NAVIGATORS TRANSFORM ORGANIZATIONS BY BUILDING CAPACITY, STRENGTHENING SYSTEMS, AND CREATING CULTURES WHERE **PEOPLE AND POSSIBILITY THRIVE.**



LEARN MORE

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REFERENCES AVAILABLE

Evidence. Impact. Results.



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Hope As A Framework For Action

HOPE IS A FRAMEWORK FOR ACTION

THE SCIENCE AND POWER OF HOPE

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