



Hope Centered and Trauma Informed®


Dr. Chan Hellman

Hope Navigator Session 3 Workbook: Creating a Hope Centered Framework in Your Organization

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CREATING A
HOPE CENTERED
FRAMEWORK IN
YOUR
ORGANIZATION



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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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A Hope Centered Framework

Traditional Focus is Driven By Deficit Perspective

Well-being is viewed as the reduction of adversity


Organizational Shift in a Mindset of Deficit Perspective, to a Strength Perspective

A Hope Centered Perspective Recognizes A Trauma Informed Framework


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HOPE
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What is Hope?

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

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The Simplicity of Hope

Goal setting is the cornerstone of hope.

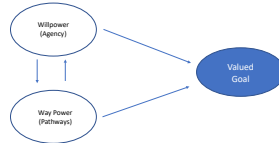
Pathways refers to the ability to identify routes toward goals and to find new routes (problem solve) around obstacles if necessary.

Agency (Willpower) is the ability to sustain motivation to move along these pathways.

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Both
Willpower
and
Pathways
Thinking Are
Required



...agency without pathways is a wish!

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What We Have Learned About Adversity And Hope

Trauma and Adversity Influence The Nature of Our Goals.

- Achievement vs Avoidant
- Short-term vs. Long-term

Trauma and Adversity Reduces Our Ability To Find and Navigate Pathways.

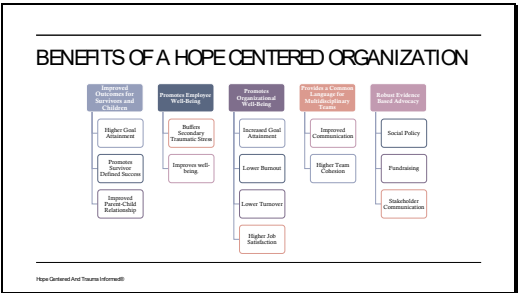
- Finding Pathways
- Problems Solving Barriers

Trauma and Adversity Depletes Our Willpower.

- Limited Nature of Willpower.
- Glucose and Willpower.

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GUIDING PRINCIPLES IN HOPE CENTERED WORK

Hope is a cognition not an emotion.

Imagination is the instrument of Hope.

Hope is not wishful thinking.

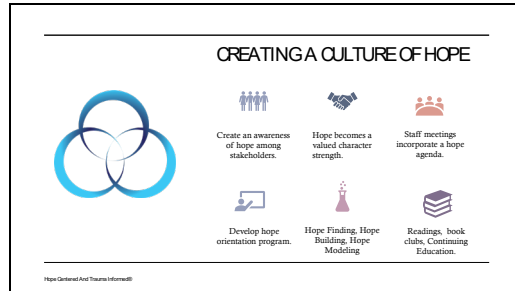
Hope begets Hope.

Hope is a social gift.

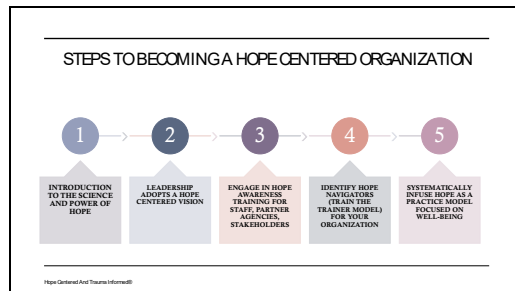
Hope can be taught.

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