

# Hope Centered and Trauma Informed®

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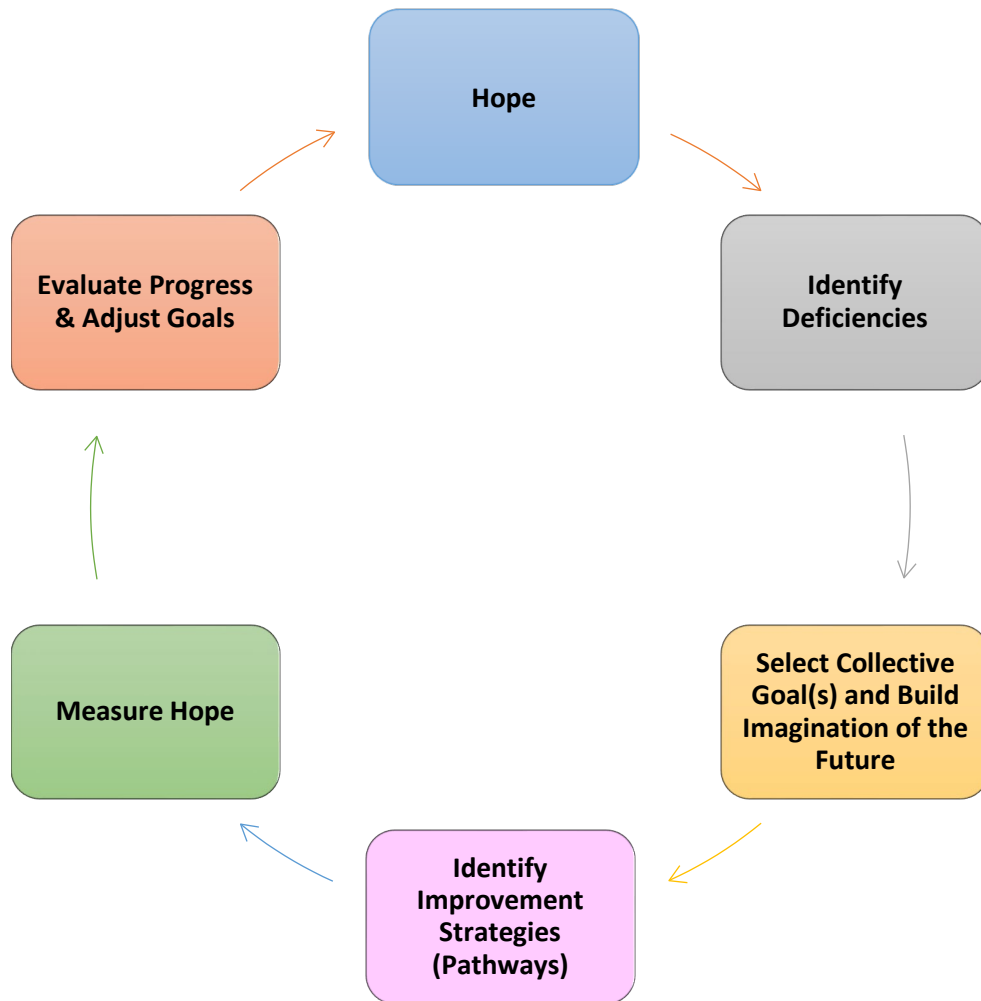
## Session 4: Hope Centered and Trauma Informed™ Implementation & Change

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## Hope Centered and Trauma-Informed Project Implementation Model

Hope is a valuable framework to enhance the current research on change and implementation practice. Leaders can use the process to understand concepts and apply them to promote change.





**Hope:** Hope is the best predictor of well-being and job satisfaction for individuals in the workplace. Hope is a cognitive process in which goals are valued and identified, pathways are considered and selected, and leaders ensure that team has the collective energy and motivation to pursue the chosen goals. Hope is the centerpiece of the organization and the implementation team's core values.



**Identify Deficiencies:** What needs to change to meet the project priorities? How does the current program or services offered cultivate and increase Hope? What are the potential areas of the program or services at risk of creating a loss of Hope or a deficit of Hope? Consider applying the core tenants of Hope through self-reflection, observation, and listening. What are some specific indicators of goal deficiencies, pathway deficiencies (including problem-solving barriers), and willpower?



**Select Goals:** Identify goals and work collectively to create a shared vision or imagination of the future. What will the services, customers, clients, or employees be like when the goal is achieved? What will be the outcome when Hope can increase and employees or customers are flourishing?



**Identify Improvement Strategies (Pathways):** Once your goals(s) have been identified, it is time to brainstorm a list of all the potential pathways you can pursue to achieve the desired goals. The selection of appropriate, viable, and impactful pathways leads your group to an implementation strategy. Along with the choice of pathways, consider the best team to advance the project. Pathways will help you evaluate the capacity building and sequencing of steps to reach your project's goals. Strategies to manage and nurture willpower to increase Hope and sustain the collective goal are also necessary. What is the causal link or the change that leads to improved Hope?



**Measure Hope:** We suggest you measure Hope to assess your pathways and willpower changes. But Hope is not the only outcome. What else will change when you achieve your desired goals? What will be the evidence of that change?



**Evaluate Progress and Adjust (re) Goals:** Use Hope assessments and other outcome measures to evaluate the changes in your program goals, pathways, and willpower. You can use this information to refine your strategies as you begin to see Hope rising.

## Project Implementation Goal Worksheet

*Purpose:* The first step in a Hope Centered and Trauma-Informed project is to identify and clarify goals. Goals should be described in as much detail as possible and refined among the team members to become shared goals for collective Hope. The initial stage of goal clarification allows a team to nurture Hope and create a shared imagination of the future that will enable your project to flourish.

Describe the specific **policy, program, or other aspect** of your organization that you will use the Hope-Centered framework in as much detail as possible?

Goal 1: \_\_\_\_\_

Goal 2: \_\_\_\_\_

Goal 3: \_\_\_\_\_

### Add Detail to your Goals

Specifics	Goal 1	Goal 2	Goal 3
Achievement or Avoidance			
Degree of Difficulty			
Stretch v. Mastery			
Time to Completion			
Degree of Change Involved			
Support Networks or Available Resources			
Potential Barriers			
Beneficiaries			

As a team, how successful do you think you will be in pursuing these goals?

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

## Project Implementation Worksheet

This worksheet helps your team establish pathways to your desired goal and consider strategies to build and sustain willpower to pursue the goals. By describing your desirable goal in as much detail as possible, your team will be more likely to communicate motivation and interest.

**Goal 1:** \_\_\_\_\_

- Why do you want to achieve this goal? Describe what is motivating you?
  
- Imagine you have just achieved the project goals. Describe how you will feel? What will change in your program? How will other employees see or experience this change? What about your clients?

1. List the *pathways* (actions/strategies) that will help you achieve the desired goal.

Pathway 1: \_\_\_\_\_

Pathway 2: \_\_\_\_\_

Pathway 3: \_\_\_\_\_

2. What are *potential barriers* for each of the pathway you have listed?

Pathway 1: \_\_\_\_\_

Pathway 2: \_\_\_\_\_

Pathway 3: \_\_\_\_\_

3. Describe how you can overcome barriers to the pathways.

4. Describe the benchmarks that you need to achieve to attain the goal. What are the steps that must be accomplished to reach this project goal?

Benchmark 1	Benchmark 2	Benchmark 3	Benchmark 4	Goal

5. Identify the people and/or resources you need to access or reach out to for support in pursuing the goal? Who will lead your group in this goal for the project?

People	Resources
Goal Navigator	

**Goal 2:** \_\_\_\_\_

- Why do you want to achieve this goal? Describe what is motivating you?
- Imagine you have just achieved the project goals. Describe how you will feel? What will change in your program? How will other employees see or experience this change? What about your clients?

1. List the *pathways* (actions/strategies) that will help you achieve the desired goal.

Pathway 1: \_\_\_\_\_

Pathway 2: \_\_\_\_\_

Pathway 3: \_\_\_\_\_

2. What are *potential barriers* for each of the pathway you have listed?

Pathway 1: \_\_\_\_\_

Pathway 2: \_\_\_\_\_

Pathway 3: \_\_\_\_\_

3. Describe how you can overcome barriers to the pathways.

4. Describe the benchmarks that you need to achieve to attain the goal. What are the steps that must be accomplished to reach this project goal?

Benchmark 1	Benchmark 2	Benchmark 3	Benchmark 4	Goal

5. Identify the people and/or resources you need to access or reach out to for support in pursuing the goal? Who will lead your group in this goal for the project?

People	Resources
Goal Navigator	

### Goal 3: \_\_\_\_\_

- Why do you want to achieve this goal? Describe what is motivating you?
- Imagine you have just achieved the project goals. Describe how you will feel? What will change in your program? How will other employees see or experience this change? What about your clients?

1. List the *pathways* (actions/strategies) that will help you achieve the desired goal.

Pathway 1: \_\_\_\_\_

Pathway 2: \_\_\_\_\_

Pathway 3: \_\_\_\_\_

2. What are *potential barriers* for each of the pathway you have listed?

Pathway 1: \_\_\_\_\_



Pathway 2: \_\_\_\_\_

Pathway 3: \_\_\_\_\_

3. Describe how you can overcome barriers to the pathways.
4. Describe the benchmarks that you need to achieve to attain the goal. What are the steps that must be accomplished to reach this project goal?

Benchmark 1	Benchmark 2	Benchmark 3	Benchmark 4	Goal

5. Identify the people and/or resources you need to access or reach out to for support in pursuing the goal? Who will lead your group in this goal for the project?

People	Resources
Goal Navigator	



## PATHWAYS TO GOAL PLANNING WORKSHEET

1. List your goal identified from the goal worksheet and identify each successive step (sub goal) that will lead to success.
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.
4. Identify multiple pathways to the goal using this sheet. Then prioritize each pathway based upon the potential for success.

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	GOAL
<b>SELECTED PATHWAY</b>						
	↑	↑	↑	↑	↑	
<b>IDENTIFY POTENTIAL BARRIER FOR EACH STEP</b>						
	↑	↑	↑	↑	↑	
	SOLUTION	SOLUTION	SOLUTION	SOLUTION	SOLUTION	
	↑	↑	↑	↑	↑	
	SUPPORTS	SUPPORTS	SUPPORTS	SUPPORTS	SUPPORTS	

