



CANOPY

Children's Solutions

LEADING WITH HOPE

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STATEWIDE SOLUTIONS

BEHAVIORAL HEALTH SOLUTIONS

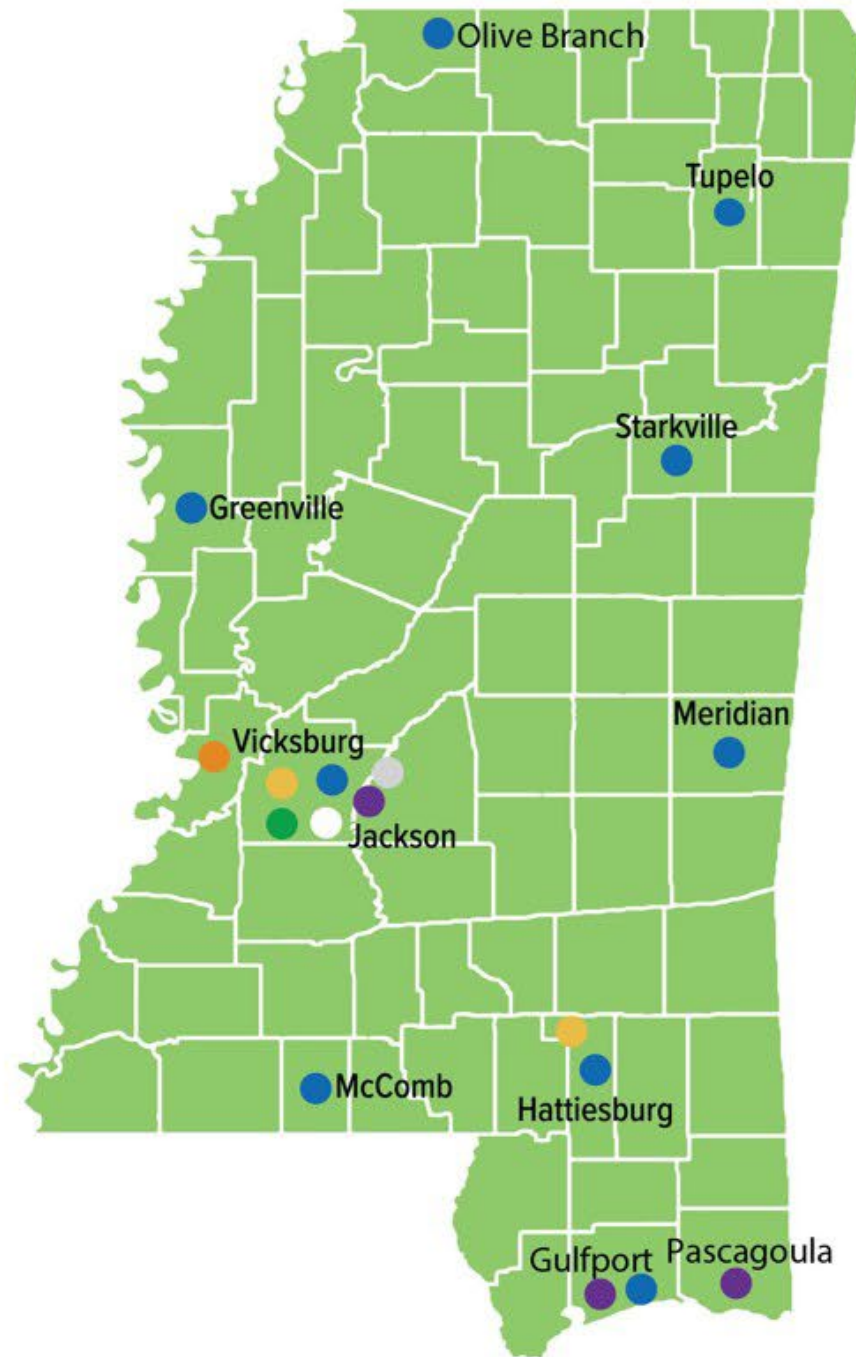
- Behavioral Health Clinics
Gulfport | Hattiesburg | Jackson
- CARES Center
Jackson
- Community-based Mental Health and Wraparound Solutions
Statewide
- Early Intervention Autism Clinic
Jackson

EDUCATIONAL SOLUTIONS

- CARES Schools
Hattiesburg | Jackson
- The Canopy School
Ridgeland

SOCIAL SERVICE SOLUTIONS

- Adoption and Maternity Services
- Family Preservation and Reunification Solutions
Statewide
- Family Support Services
Statewide
- South Mississippi Child Advocacy Centers
Gulfport | Pascagoula
- Therapeutic Foster Care
Hattiesburg
- Warren County Children's Shelter
Vicksburg



BEHAVIORAL HEALTH

- Behavioral Health Clinics
- CARES Center
- Mississippi Youth Programs Around the Clock
- Wraparound
- Early Intervention Autism Clinic

in 2022

2,278

children served through
BEHAVIORAL HEALTH SOLUTIONS

EDUCATIONAL

- CARES Schools
- The Canopy School

in 2022

380

children served through
EDUCATIONAL SOLUTIONS

SOCIAL SERVICE

- in-CIRCLE
- LINK
- South Mississippi Child Advocacy Centers
- Therapeutic Foster Care
- Warren County Children's Shelter
- Adoption and Maternity Solutions

in 2022

5,480

children served through
SOCIAL SERVICE SOLUTIONS



LEARNING OBJECTIVES

- Learn the theoretical foundations of **hope**
- Understand how setting valued goals, pathways and willpower contribute to **hope**
- Develop strategies for using **hope** in your life as a leader and helping raise the **hope** of those you lead



| **HOUSEKEEPING**



OXYGEN MASK PRINCIPAL





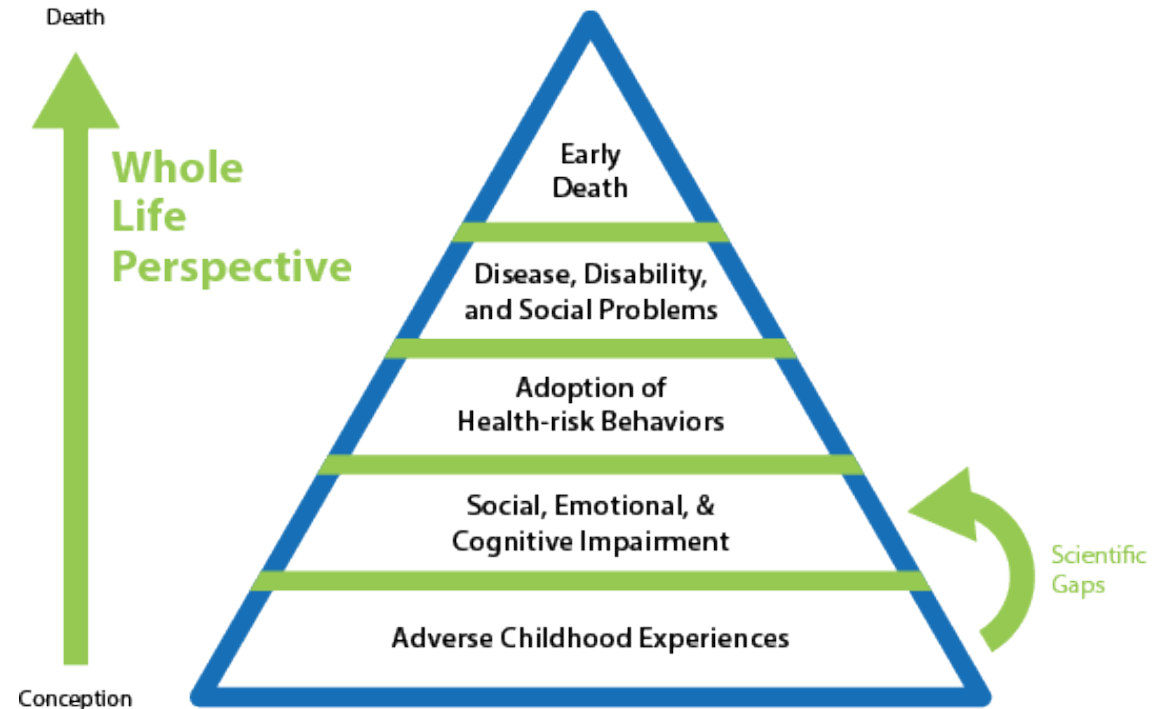
Why
hope?





HIGHER ACE SCORES INCREASE LIKELIHOOD OF:

- Severe and persistent emotional and social problems
- Health risk behaviors
- Adult disease and disability
- High healthcare costs
- Poor life expectancy



HOPE AS A MITIGATING FACTOR

- High **hope** weakens the impact of all sorts of adverse events (ACEs)
- But failure to openly talk about their ACEs impacts their ability to have healthy relationships
 - Intimate relationships with others
 - Relationship with themselves – self-criticism (including negative self-talk)
- Rising **hope** increases self-esteem and counteracts a negative self-image





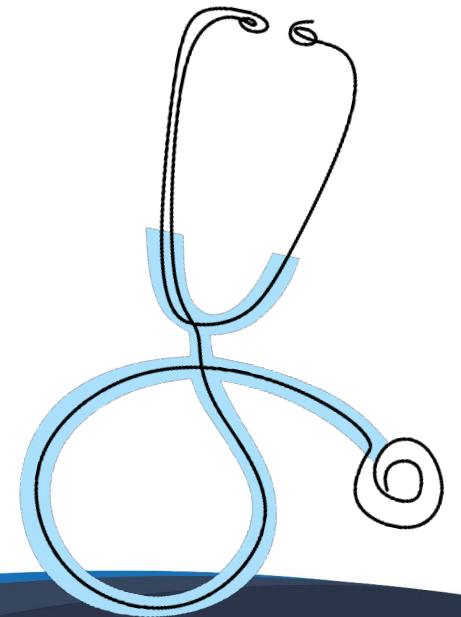
- **Hope** is a critical *protective factor* to help recover
- Individuals can *learn* the science of **hope** and apply it to their lives to improve outcomes
 - Ex: one study, outpatient clients taught the science of hope before treatment began had significantly improved outcomes
- In research on bipolar and depression, **hope** has proven critical and is considered one of the most *significant* contributing factors for recovery
- **Hopeful** clients learn to “re-goal” (adjust their goals) and adapt and are better at self-regulating their emotions, thoughts and behaviors
 - They are also less likely to ruminate on the past

HOPE



Hope and Physical Health

- **Hope** impacts outcomes in traumatic, chronic and terminal health conditions.
- Numerous studies have shown a strong connection between **hope** and positive outcomes in:
 - Cancer
 - Chronic illness
 - Traumatic injuries
 - Arthritis
 - Juvenile Type 1 diabetes
 - Spinal cord injury
 - HIV/AIDS
 - Degenerative disorders
 - Visual impairment
 - Other major health crisis





HOPE AND EDUCATION

- **Hope** is predictive of academic achievement from elementary to graduate school
 - The higher the **hope**, the higher the daily attendance, the lower the tardiness, the higher the grades, the better the test scores
- In High School:
 - **Hopeful** children are more selective in the courses they take (e.g., they are choosing **PATHWAYS** to their **GOALS**)
 - They have higher GPA, fewer absences, higher graduation rates, and higher college enrollment
 - One recent study found that **hope** is a better predictor of college GPA than placement tests and high school GPA
- Creating a culture of **hope** in school sets our students on a trajectory of success on so many levels



Hope and the Workplace

The **hope** levels of leaders and employees are directly associated with:

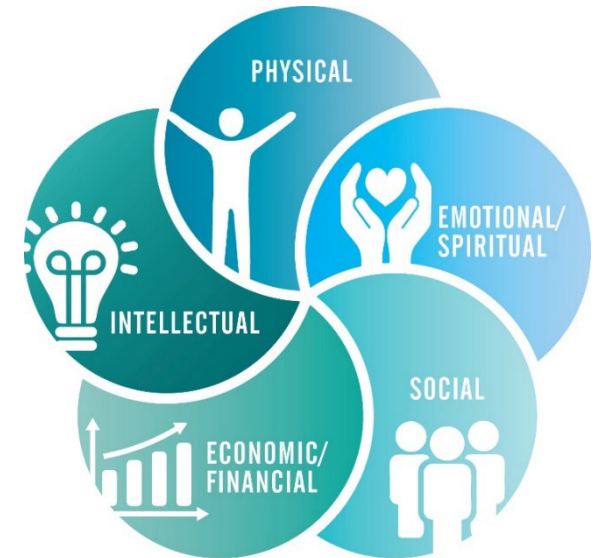
- Job satisfaction and retention
- Productivity
- Absenteeism
- Engagement and enthusiasm
- Goal attainment
- Physical and mental health
- Adaptability to adversity and change
- Organizational citizenship



HOPE AND WELL BEING

HOPE is a psychological strength

- **Hope** buffers the effects of adversity and stress and helps children and adults cope
- **Hope** predicts adaptive thoughts and behaviors (better outcomes connected to right thinking and action)
- **Hope** can be learned!



*In every published study on **hope**, the best predictor of well-being is **hope**.*

- A life well-lived is connected to a life marked by **hope**

As Rick Snyder puts it, *“The predictive power of **hope** in a person’s life is greater than any other character strength.”*





What is hope?





Hope is the belief that your future can be brighter than your today and that you have the power to make it happen.





LEAD YOURSELF

THE SIMPLICITY OF HOPE

GOALS:

Cognitive endpoint of purposeful behavior

- Can either be short- or long-term in nature
- Must be valued (our goals are not always their goals)

PATHWAYS:

Mental roadmaps to goal attainment

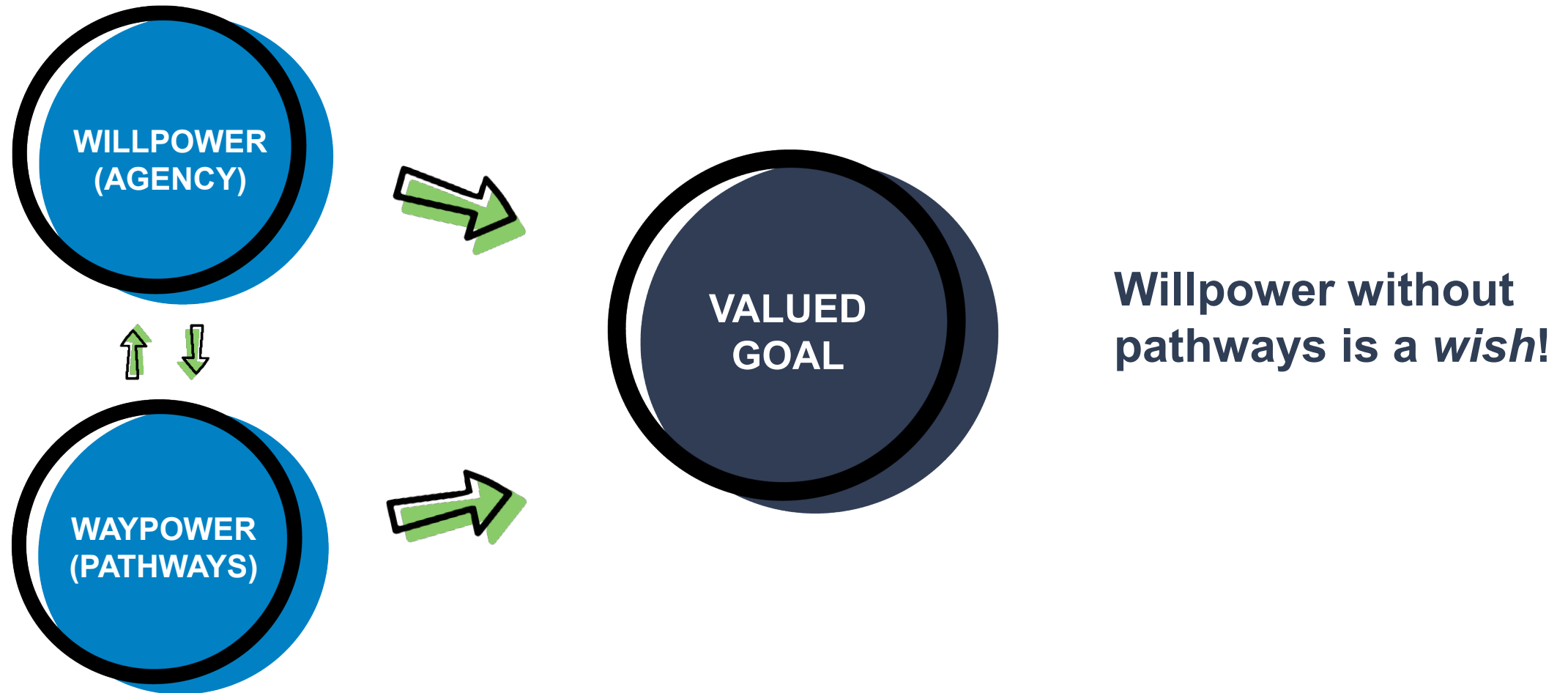
- Consider potential barriers with solutions
- Identify multiple pathways

AGENCY (WILLPOWER):

Mental energy to your pathway pursuits

- Focus your attention and intention on goal pursuits
- Sustained motivation

TENENTS OF HOPE

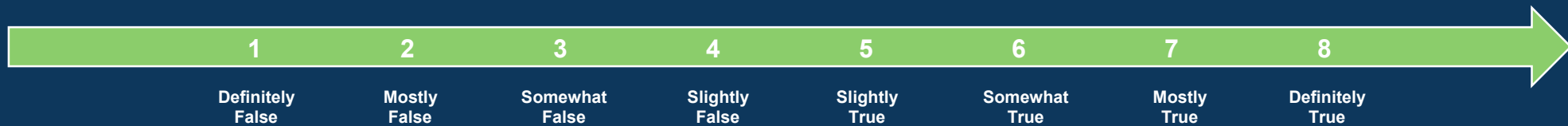




THE HOPE SCALE

THE ADULT HOPE SCALE

Directions: Read each sentence carefully. For each sentence, please think about how you are in most situations. Using the scale shown below, please select the number that best describes YOU. There are no right or wrong answers.



1. I can think of many ways to get out of a jam
2. I energetically pursue my goals
3. There are lots of ways around any problem
4. I can think of many ways to get the things in life that are most important to me
5. Even when others get discouraged, I know I can find a way to solve the problem
6. My past experiences have prepared me well for my future
7. I've been pretty successful in life
8. I meet the goals that I set for myself

Notes: The AGENCY subscale score is the sum of items 2, 6, 7, 8; the PATHWAYS subscale score is the sum of items 1, 3, 4, 5; HOPE is the sum of the four PATHWAYS and four AGENCY items. Scores can range from a low of 8 to a high of 64.

- Agency Score (add items 2, 6, 7, 8)
- Pathways Score (add items 1, 3, 4, 5)
- Total Hope Score (Agency score + Pathways score)
- 56 or higher – High hope person
- Above 48 – Higher level of hope
- 40 to 48 – Hopeful
- Below 40 – Low hope

MEASURING HOPE

The degree to which you experience hope is shaped by two factors. *These are your:*

WILLPOWER

Your will to shape your future



WAYPOWER

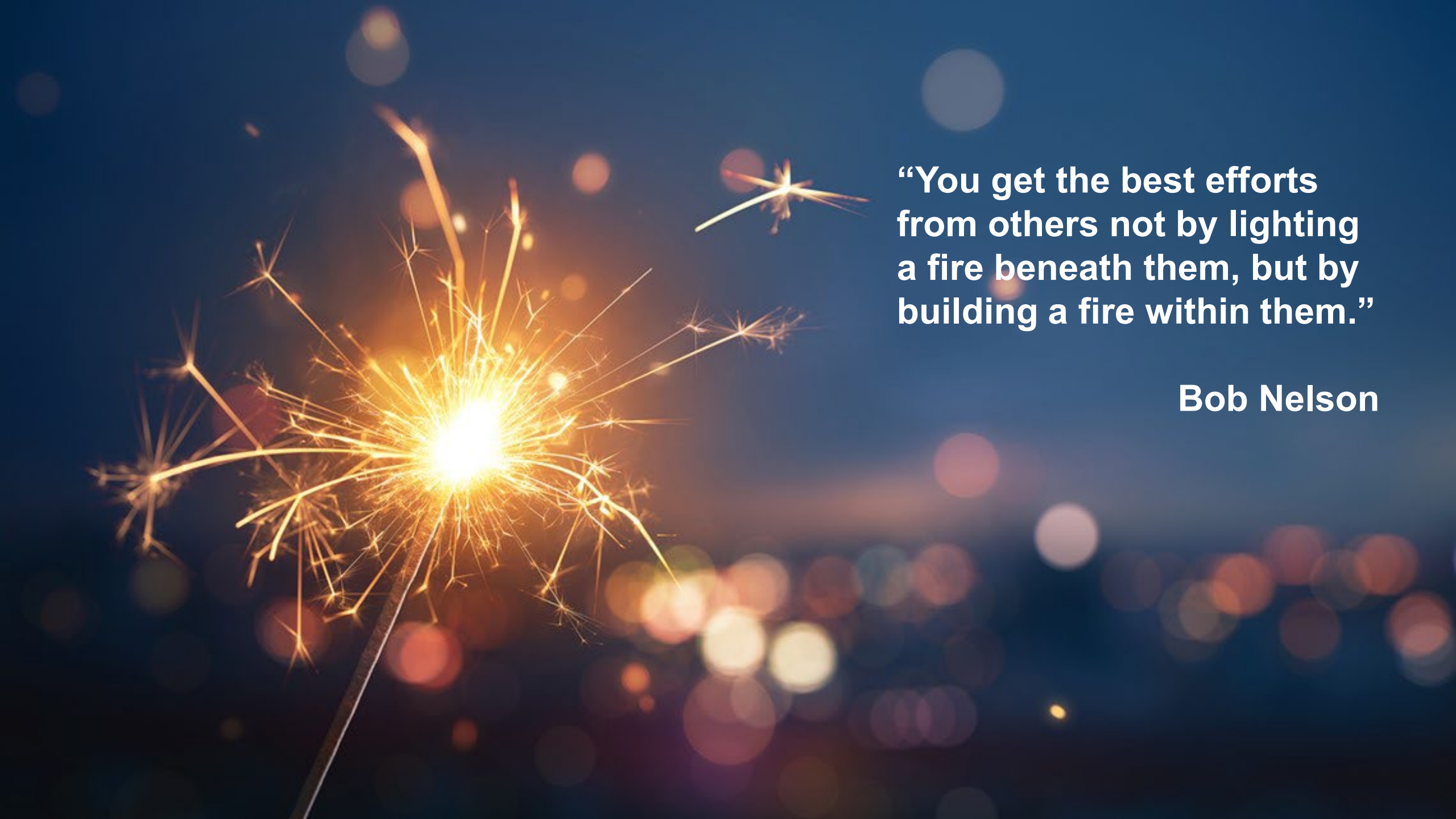
Your ability to see ways to share your future





Lead Others



A close-up photograph of a lit sparkler. The sparkler is the central focus, with a bright, glowing yellow-orange core from which numerous thin, golden sparks radiate outwards. The background is a deep, dark blue, filled with soft, out-of-focus bokeh lights in various colors, including yellow, orange, and purple, creating a festive and celebratory atmosphere. The sparkler's stem is visible at the bottom left, extending towards the center.

**“You get the best efforts
from others not by lighting
a fire beneath them, but by
building a fire within them.”**

Bob Nelson

WHY HOPE AT WORK?



Lopez's research found from those that loved their job:

- A job you love is made, not found
- Most are in companies that have created cultures of hope, support, and community
- Leaders in those companies are **hopegivers**



LEADERSHIP MATTERS

Leader Qualities

- Compassion
- Stability
- Trust
- Hope

Followers Behavior Response

- Commitment
- Creativity
- Mutual Trust
- Engagement



PSYCHOLOGICAL CAPITAL

- Supervisors and leaders shift from *what is wrong with you* to *what is right*
- Focus on employee's:
 - Strengths
 - Wellness
 - Resilience

PSYCHOLOGICAL CAPITAL

The ability to see a better future, and believe that it can be created



Confidence in the ability to achieve a specific goal in a certain situation

Seeing events as having internal factors that can be controlled, and external ones that cannot



Not just the ability to overcome adversity, but to also use it as a growth opportunity



HOPE

An individual's *motivation* to succeed at a specific task in a set context and the way by which that task may be accomplished

Self efficacy is having confidence in your ability to pursue and attain a specific goal.



Resilience is the ability to bounce back from adversity, uncertainty, risk or failure.



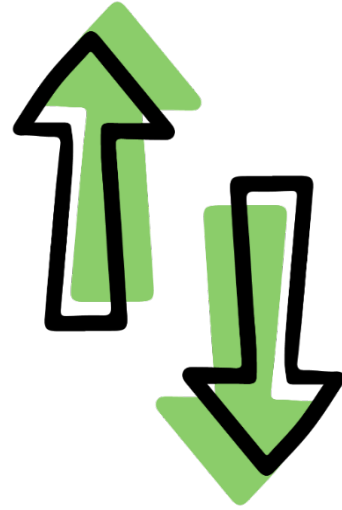
Optimism is the expectation that good outcomes will occur.





Lead Your Organization





**COLLECTIVE
HOPE**

COLLECTIVE HOPE



- Collective **hope** was a better predictor of engagement in the workplace.
- Better predictor of job satisfaction and reduced turnover
- Turnover went down when **hope** went up

3 Realms of ACEs

Adverse childhood and community experiences (ACEs) can occur in the household, the community, or in the environment and cause toxic stress. Left unaddressed, toxic stress from ACEs harms children and families, organizations, systems and communities, and reduces the ability of individuals and entities to respond to stressful events with resiliency. Research has shown that there are many ways to reduce and heal from toxic stress and build healthy, caring communities.



PACes Connection thanks Building Community Resilience Collaborative and Networks and the International Transformational Resilience Coalition for inspiration and guidance. Please visit [PACesConnection.com](https://www.pacesconnection.com) to learn more about the science of ACEs and join the movement to prevent ACEs, heal trauma and build resilience.



HOPE JOURNEY

BUILDING COLLECTIVE HOPE ON YOUR TEAM

Establish a goal

- For a project
- For a program
- For a new initiative



OWN YOUR SUPERPOWERS



SUPERVISOR POWER

- Care for employees well-being
- Value contribution to the team
- Ethical leadership behaviors- honesty is the best policy

FILL YOUR HOPE TANK

HIGH-OCTANE HOPE





QUESTIONS



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**THANK
YOU!**



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