

# Hope Inspired Leadership

Using the science of hope to  
build and lead effective teams



Hope matters

Hope is a choice

Hope is universal

Hope can be shared with others

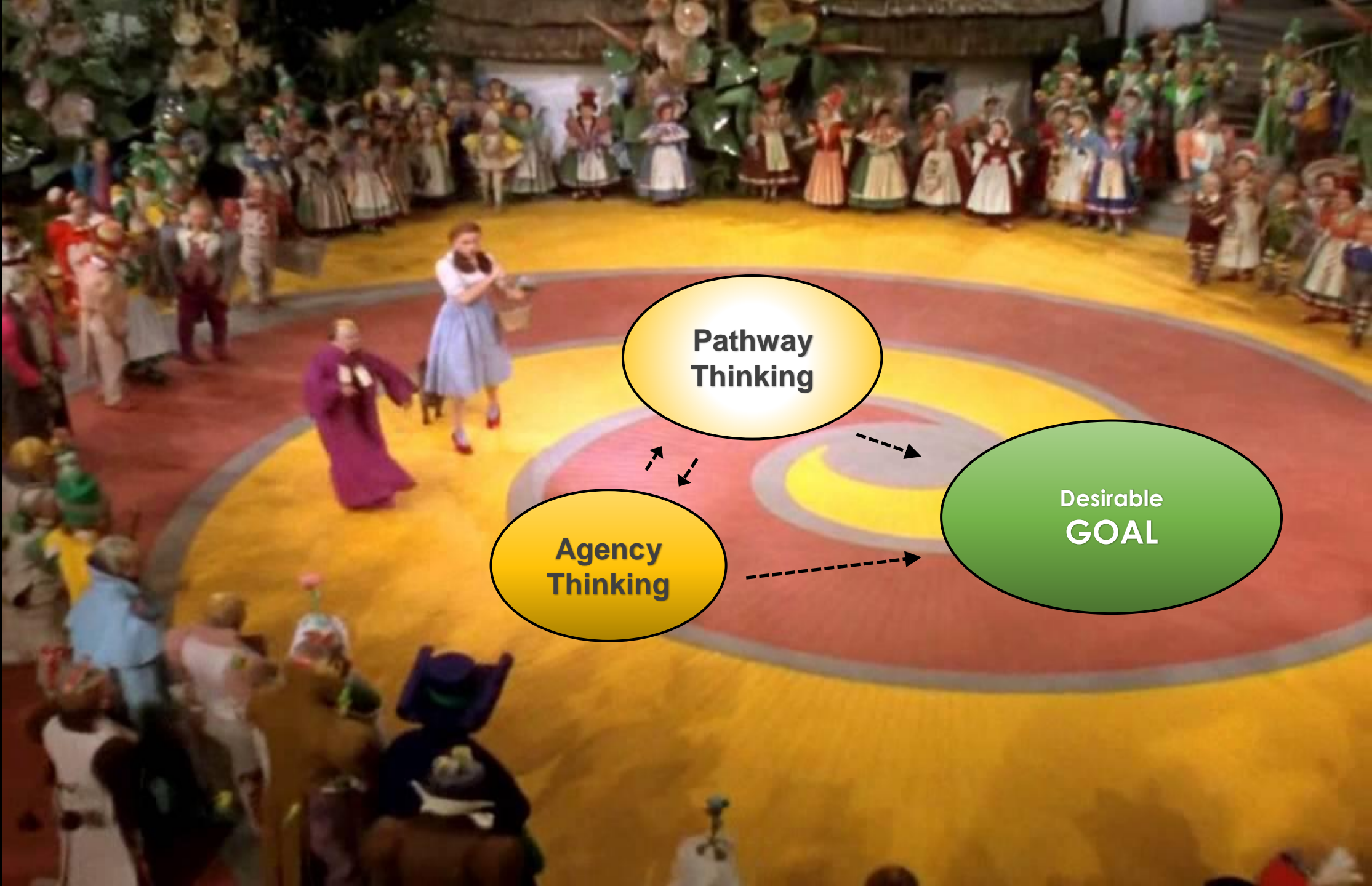
Hope is a Strategy



What does it mean to be hopeful?

The belief we can make the future better

*Hope is a theory of positive change!*



**Pathway  
Thinking**

**Agency  
Thinking**

**Desirable  
GOAL**

GOALS  
PATHWAYS  
AGENCY

Hope is a way  
of thinking...





Hope is the bridge from  
optimism to action

Hope is not  
about  
morality



Hope is a  
social gift  
we give each  
other

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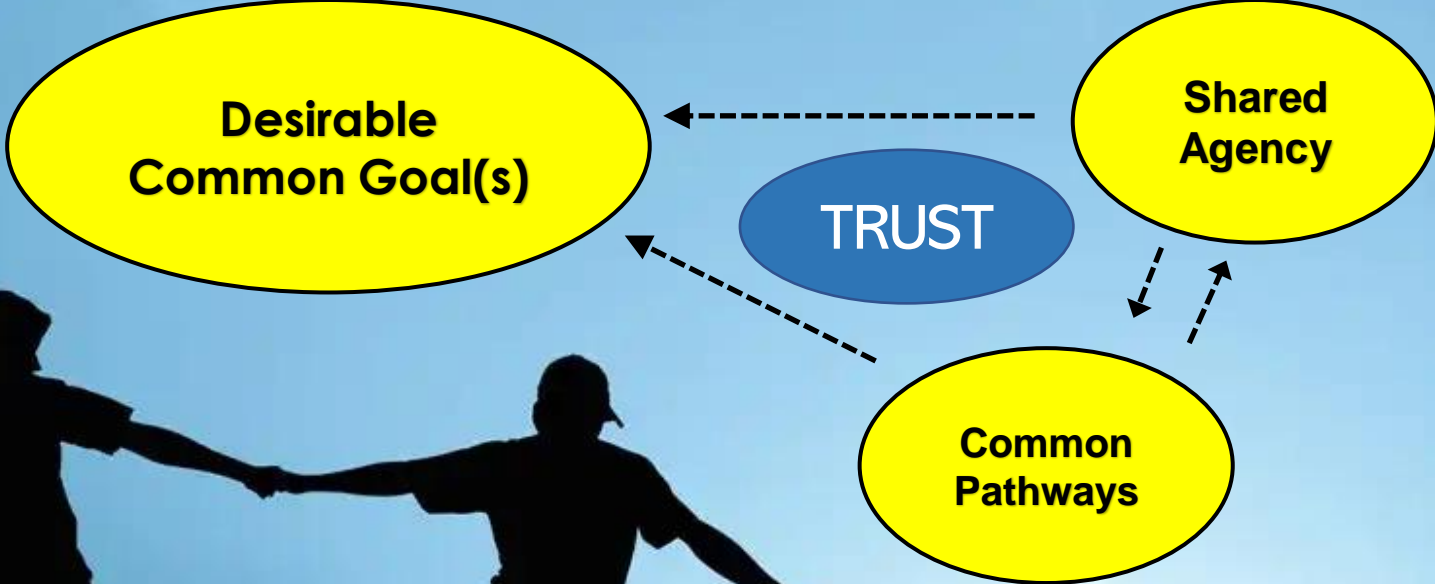
# Collective Hope...



Collective Hope...



...The Foundation of a Team



Collective Hope

# Measuring Hope

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Adult Hope Scale – developed  
by Dr. Rick Snyder

Collective Hope Scale –  
developed by Dr. Chan Hellman





# Markers

The words we use are clues to our hope

# The Power of Hope

## **Work**

- Lower unplanned absences (4x)
- Higher productivity (1 day/week)
- Adaptable to organizational change
- Reach goals more often and sooner
- Resilience to burnout, vicarious trauma and compassion fatigue

## **Education**

- Higher academic performance
- Best predictor of success in college

## **Health**

- Increased health
- Higher pain tolerance
- Lower depression
- Longer Lifespan



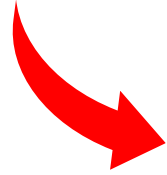
Hopelessness

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# Hopelessness



HOPE



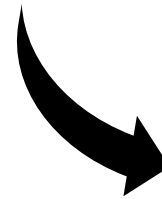
Anger

Emotional reaction when goal is profoundly blocked



Despair

Overwhelming sense of futility



Apathy (Hopeless)

Complete loss of motivation





# Hope Inspired Leadership



Servant  
Based

Culture  
Focused

Hope  
Centered

# Defining Leadership

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Behaviors and actions used to inspire, guide and align the collective effort of people with a shared intent to achieve common goals.



# Hope Inspired Leadership

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What do people most want from their leaders?

- Compassion
- Trust
- Stability
- Hope



A close-up photograph of two hands, palms up, holding a small, rectangular piece of torn, off-white paper. The word "HOPE" is printed in large, bold, black, sans-serif capital letters on the paper. The background is dark, making the hands and the paper stand out.

**HOPE**

You hold the power of hope in your hands

# Hope as a Personal Philosophy

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- Use hope theory to talk about hope
- Nurture your own hope
- Be optimistic
- Be goal driven
- Think strategically
- Anticipate barriers
- Let your own hope infect others





Building Hope



# Goals

“Begin with the end in mind”

-Stephen Covey

Goals are most motivating when they are desirable AND achievable.

- Avoidance v. Achievement
- Proximate v. Distal
- Infinite Goals (Vision)





Building Hope



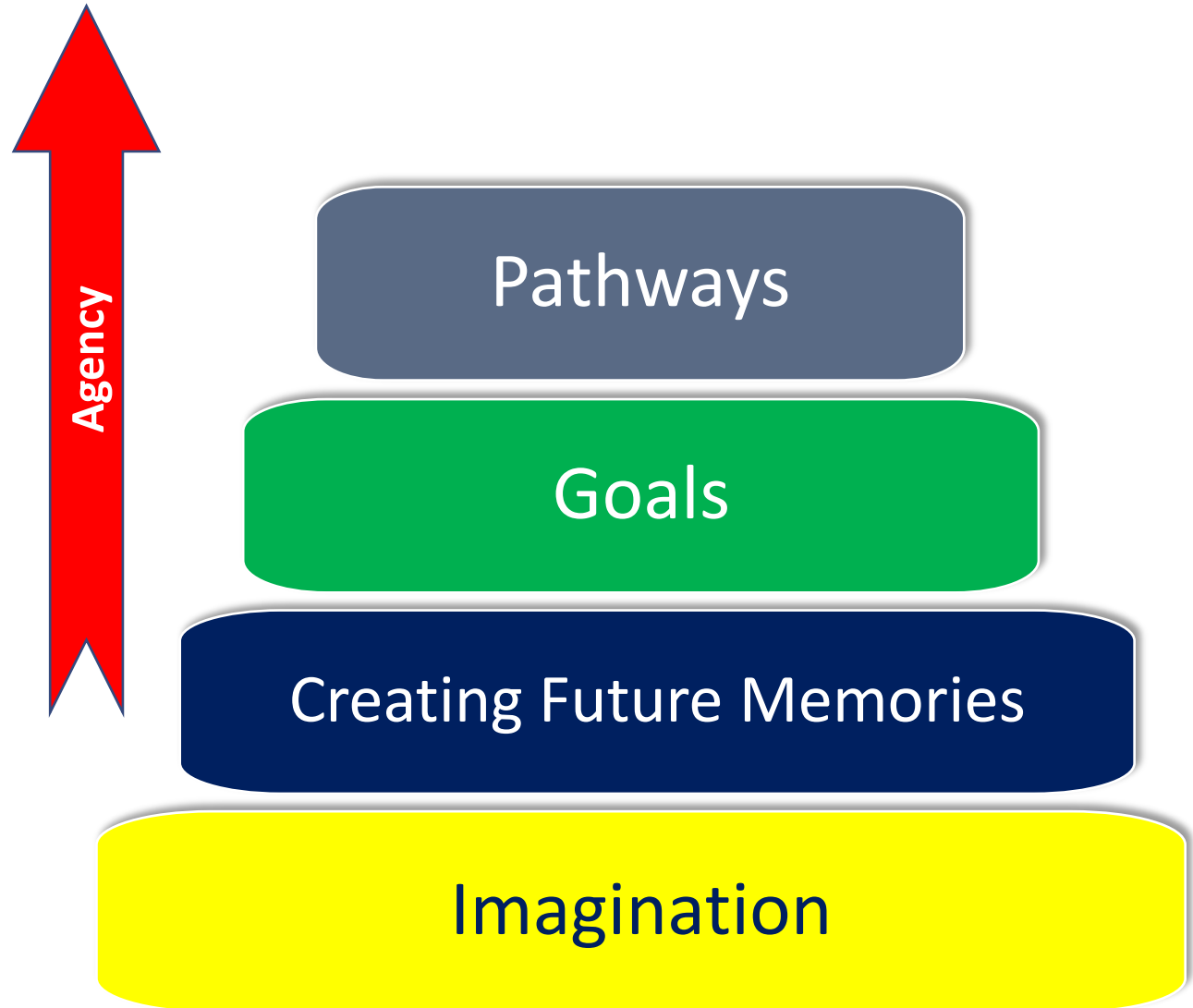


# Pathway Thinking – Choosing the Route



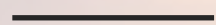


Building Hope



A silhouette of a person flexing their muscles against a sunset background. The person is standing with their back to the camera, arms raised, and hands clenched in fists. The sun is low on the horizon, creating a bright glow and lens flare effect. The sky is a mix of orange, yellow, and purple hues. The person's hair is blowing in the wind. The overall mood is one of strength and achievement.

Agency



Self-Efficacy

Courage

Zest

Grit



Building Hope



# The Hope Cycle





# Building Collective Hope



## Strategic Plan



**Hope**  
Engagement, Wellbeing, Satisfaction, Resilience, Performance, Retention

**+**  
Nostalgia

**+**  
Optimism, Agency

**Central Angles**

**Past** ← **Memory**

**Organizational Culture**

**Imagination** → **Future**

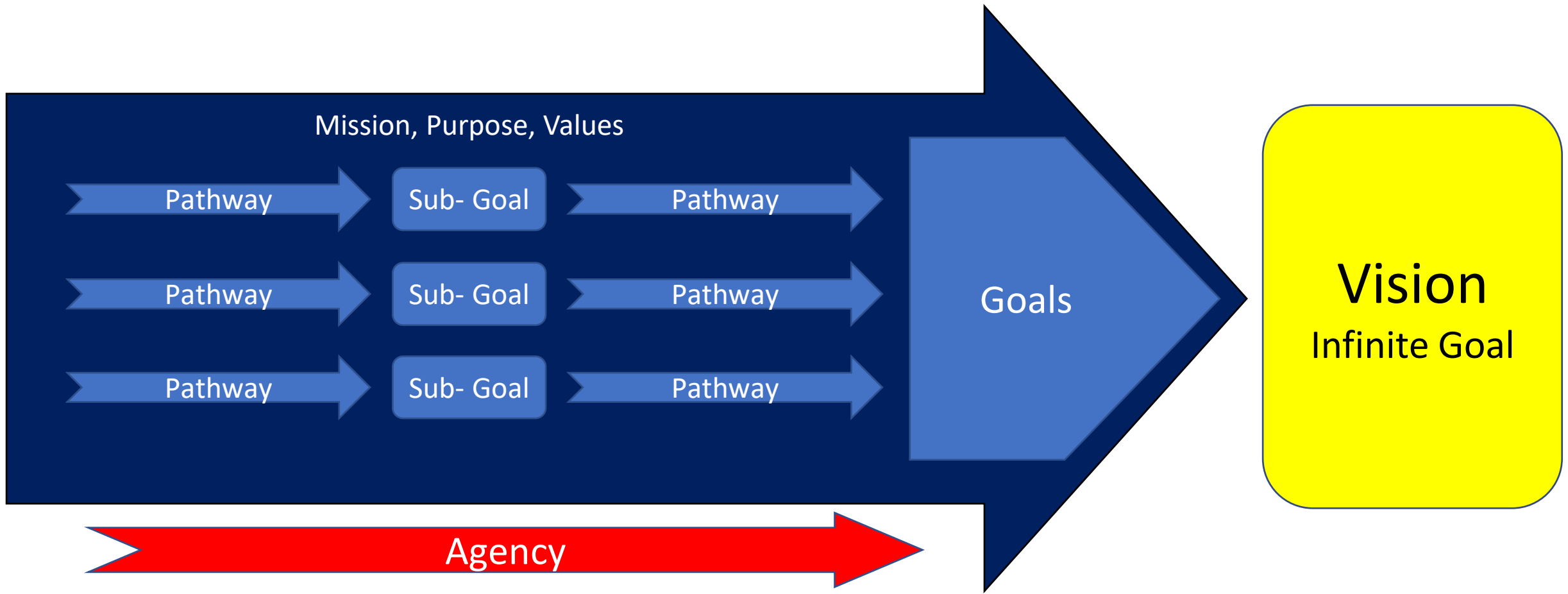
**-**  
Rumination, Regret,  
Guilt, Shame

**-**  
Pessimism, Worry

**Indifference**

**Apathy**  
Stress, Conflict, Burnout, Disengagement, Absenteeism, Turnover

**Culture Focused**



A Hopeful Team

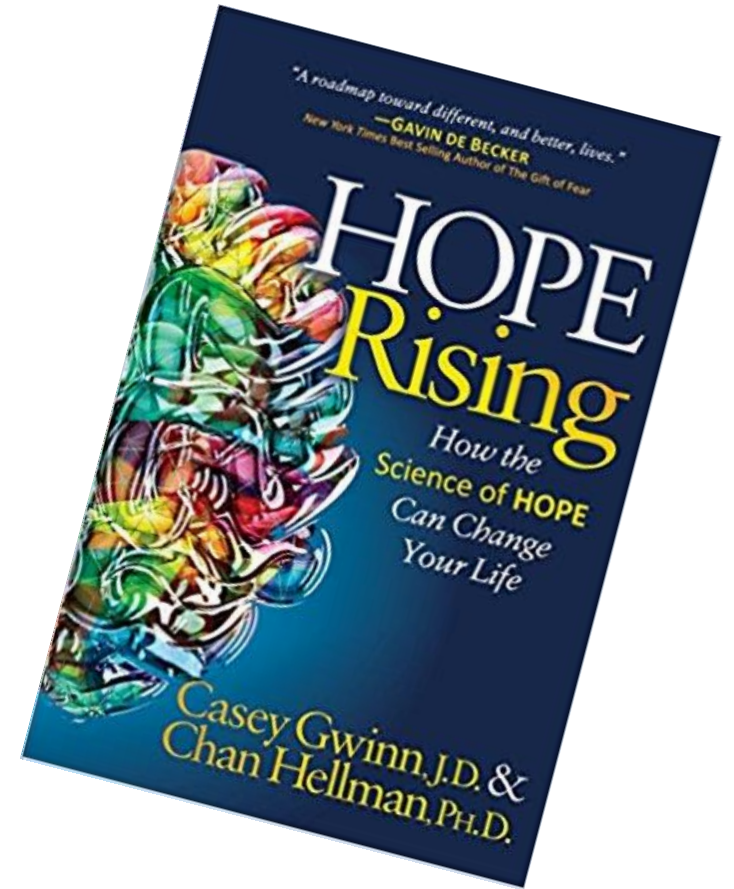
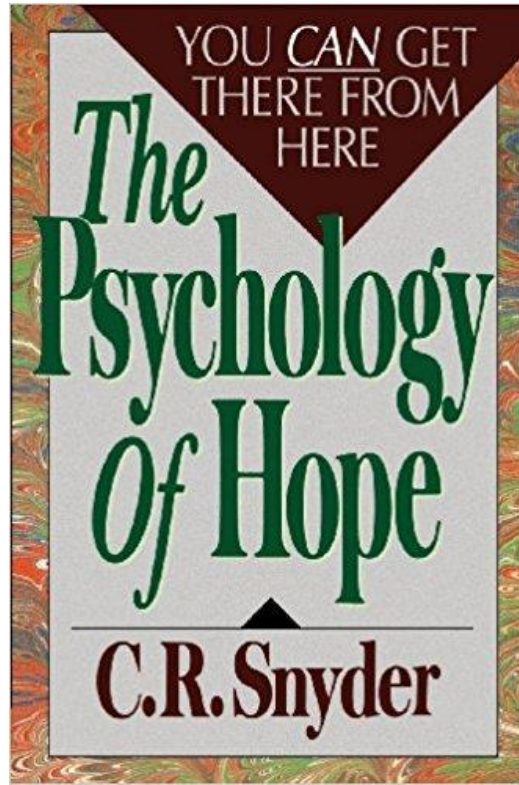
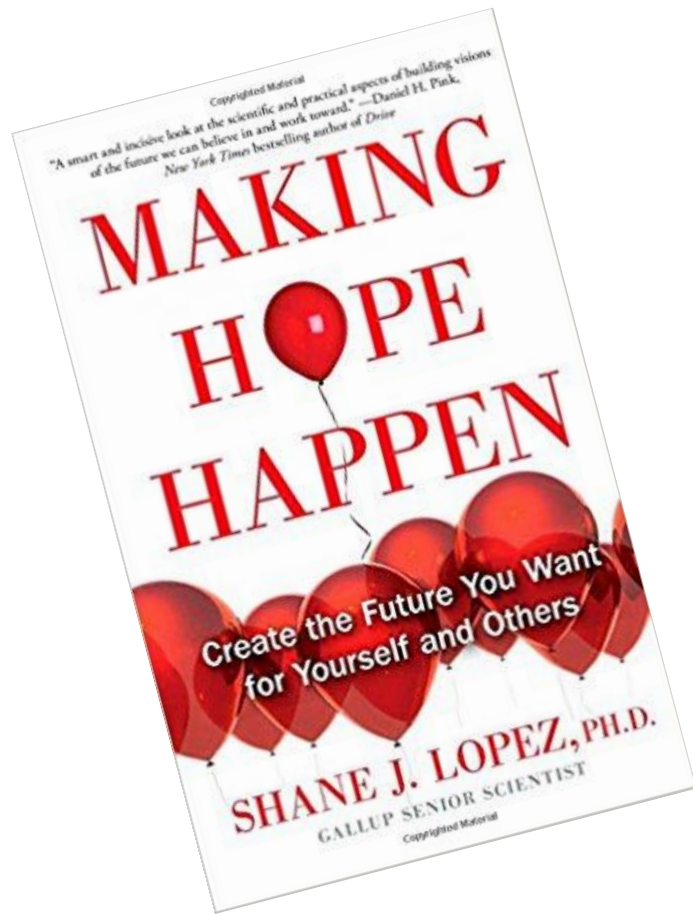




*“Everything that is  
done in the world is  
done by hope”*

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Martin Luther



## Contact Information

Jon Tunheim , Thurston County Prosecuting Attorney

Email: [jon.tunheim@co.thurston.wa.us](mailto:jon.tunheim@co.thurston.wa.us)

Phone: (360) 786-5540