



## Outcomes of Hope Centered and Trauma Informed® Training

We are continuously evaluating the outcomes associated with the multiphase hope training helping organizations become hope centered. Because we consider hope to be the process that leads toward wellbeing, our framework focuses on indicators of wellbeing that are the priority of the organizations we partner.

### Executive Leadership Training:

- Executive Leaders show a significant increase in their knowledge of hope, and ability to apply hope to improve leadership effectiveness.
- Approximately 90% of leaders agree that hope can improve outcomes for organizations, and that hope provides a common language across multidisciplinary teams.

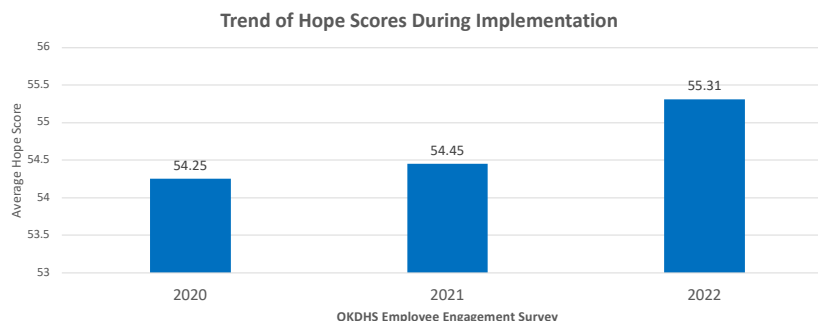
### Hope Awareness Training:

- Staff show a statistically significant increase in their knowledge of hope as well as the ability to use the science of hope in their work.
- Staff who participated in the training reported significantly lower levels of burnout and lower secondary traumatic stress compared to a control group of staff.

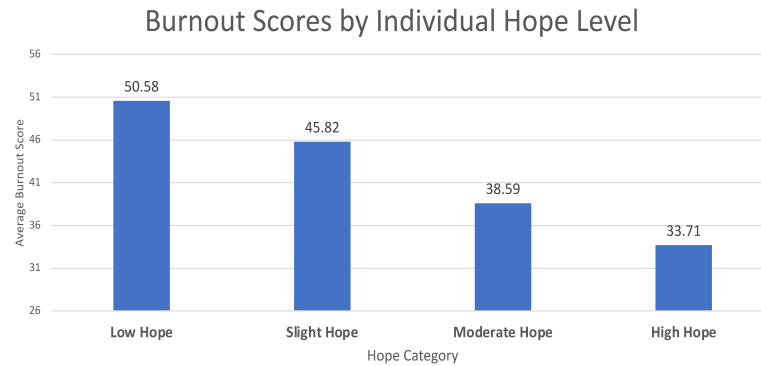
### Hope Navigator Training:

- Hope Navigators show a statistically significant increase in their knowledge, application, and designing outcomes for the organization.

## Organizational Outcomes



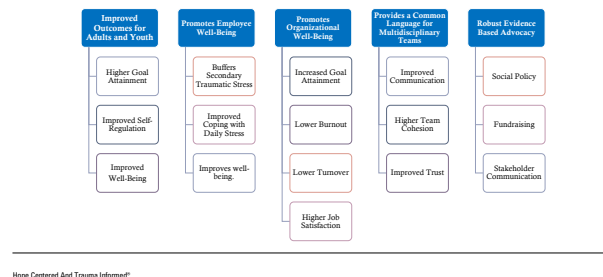
During the three-year implementation of hope with Oklahoma Department of Human Services, the organization reported a significant increase in hope scores across the workforce and realized a 22% reduction in overall turnover.



Note:  
N = 14,510;  
 $\eta^2 = .15$  (large effect)

These outcomes are consistent across the many different organizations that have engaged in becoming a hope centered organization. These organizations have seen significant gains in reduced burnout, secondary traumatic stress, and turnover. We have also found significant increases in engagement, satisfaction, affective commitment, and wellbeing with the workforce. Organizations are also reporting significant gains in client outcomes as well (e.g., educational attainment, wellbeing, parent child relationships, etc.). Finally, we are seeing increased collaboration across sectors in communities with measurable increases in trust, communication, and cohesion. The graph below summarizes our 15+ years of research and evaluation outcomes.

### BENEFITS OF A HOPE CENTERED ORGANIZATION



While this research and evaluation is on-going, the training and implementation allows us to continue advancing the science of hope in partnership with the partner agencies. Below is a brief sample of recent peer-reviewed published research.

1. Pharris, A. B., Munoz, R. T., & Hellman, C. M. (2023). Case workers as a source of hope leading to perceptions of academic success for transitional age foster youth. *Child & Family Social Work*.
2. Hellman, C. M., Pharris, A. B., & Munoz, R. T. (2022). Responding to Adverse Childhood Experiences: The science of hope as a framework for action. *Advances in Social Work*, 22, 1066-1083.
3. Pharris, A. B., Munoz, R. T., & Hellman, C. M. (2022). Hope and resilience as protective factors linked to lower burnout among child welfare workers. *Children and Youth Services Review*, 136, 1-9.