



HOPE-ACTION THEORY IN PRACTICE

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ACTION-ORIENTED HOPE AND OPTIMISM

Optimism

The belief that things will turn out well.

Action-Oriented Hope

Connected to goal-directed actions.

PREDICTIVE VALIDITY OF ACTION-ORIENTED HOPE

**Higher action-
oriented hope**



**Better
performance**

(Positive outcomes found related to sport performance, ,
illness recovery, academics, and job performance)

WHAT IS ACTION-ORIENTED HOPE?

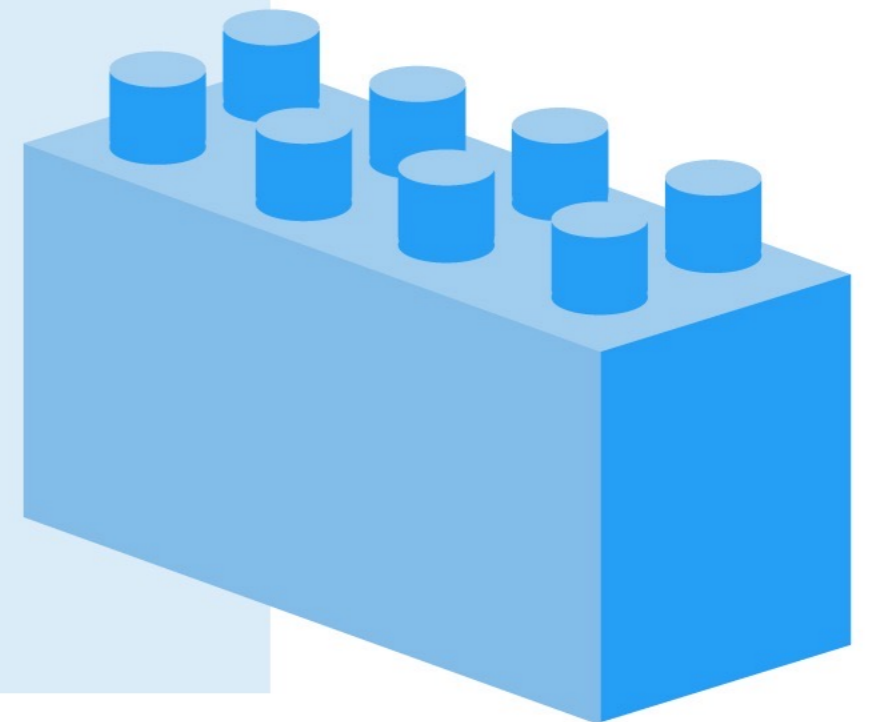
GOALS

Anything the individual desires
to get, do, be, experience, or create

Can be:

- Big or Small
- Short-term or Long-term

Goals anchor purposive behavior

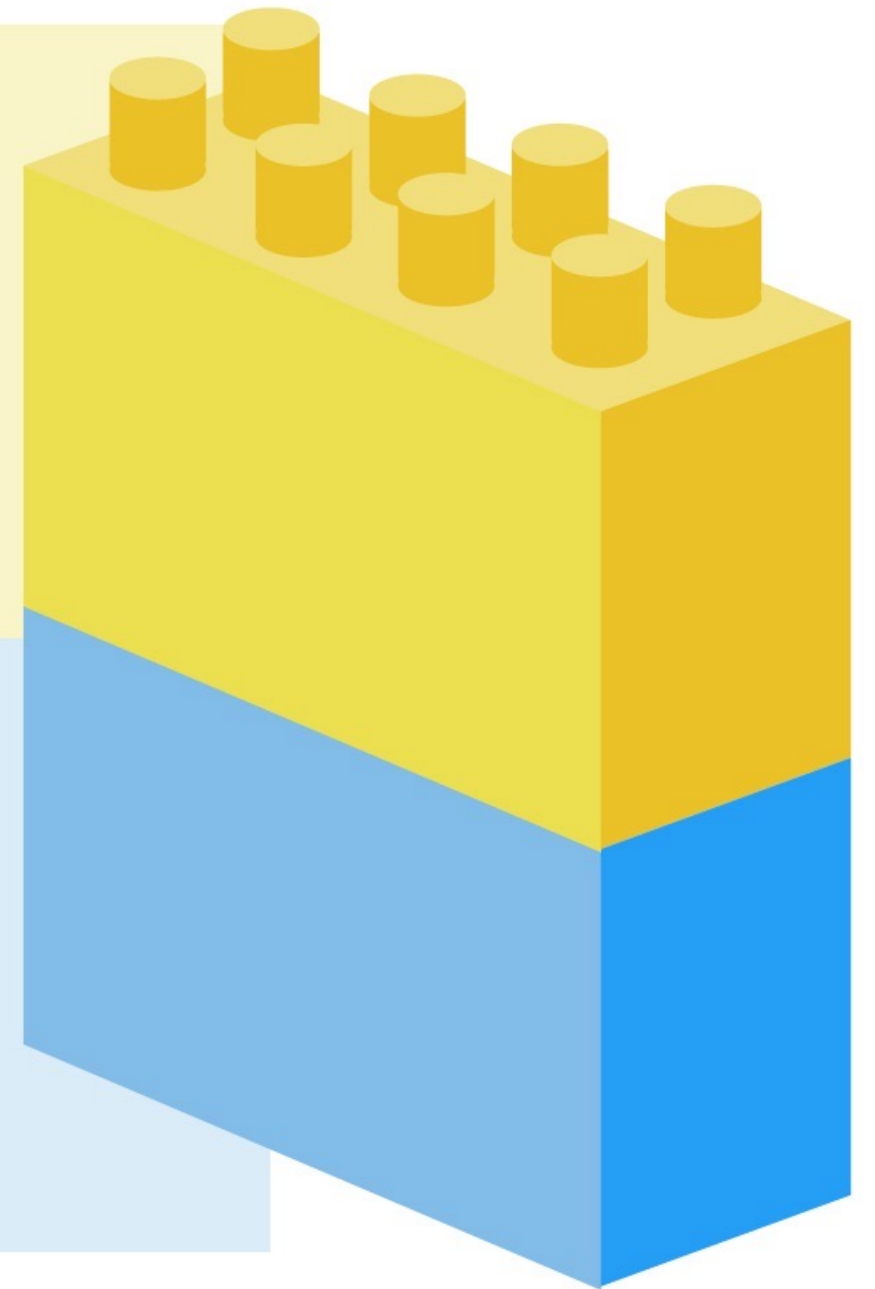


PATHWAYS THINKING
(ADAPTIVE PLANNING)

HOW WILL I GET THERE?

GOALS

WHAT DO I WANT TO ACHIEVE?



AGENCY THINKING

CAN I DO IT?

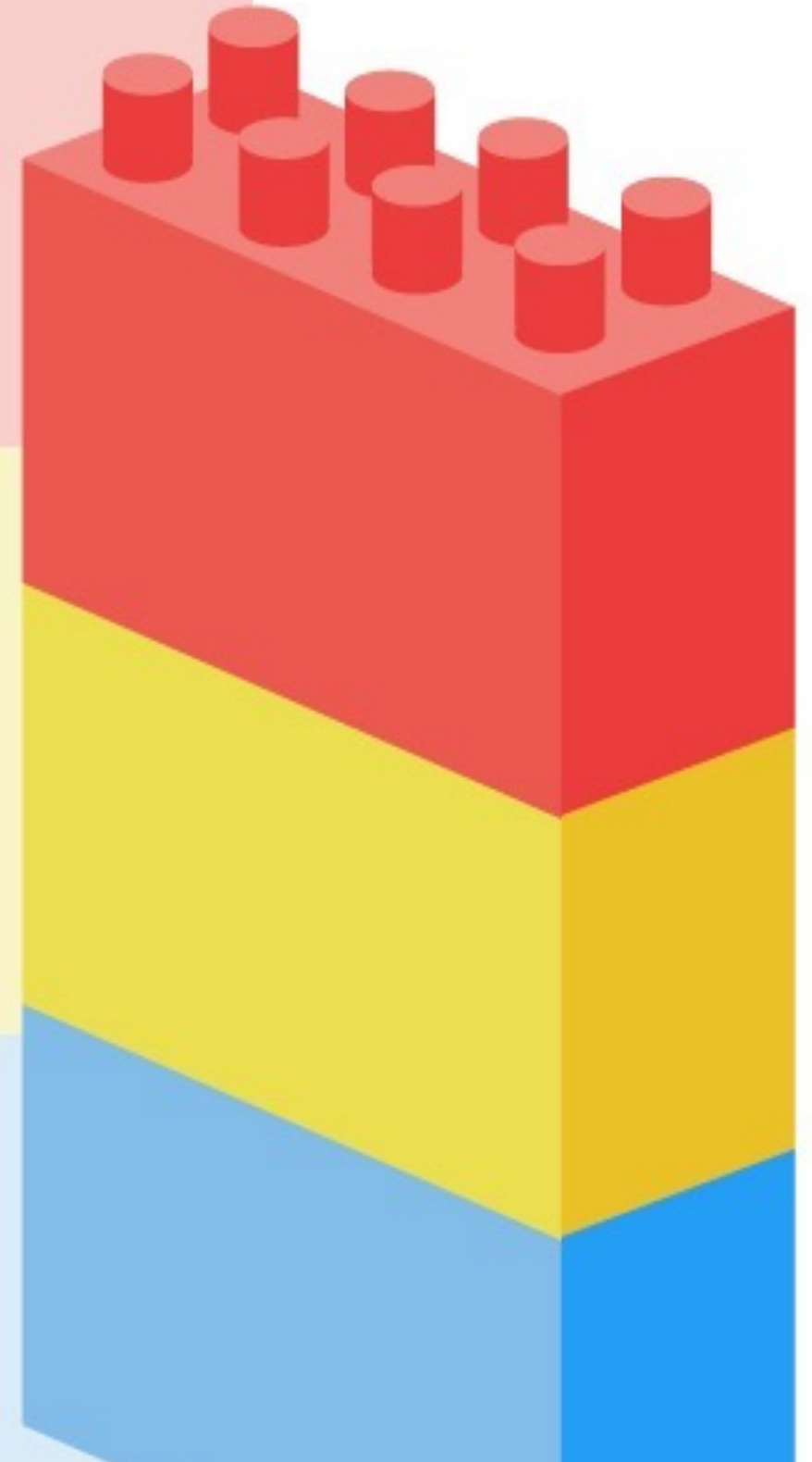
WILL I DO IT?

PATHWAYS THINKING (ADAPTIVE PLANNING)

HOW WILL I GET THERE?

GOALS

*WHAT DO I WANT TO
ACHIEVE?*



ONE GOAL

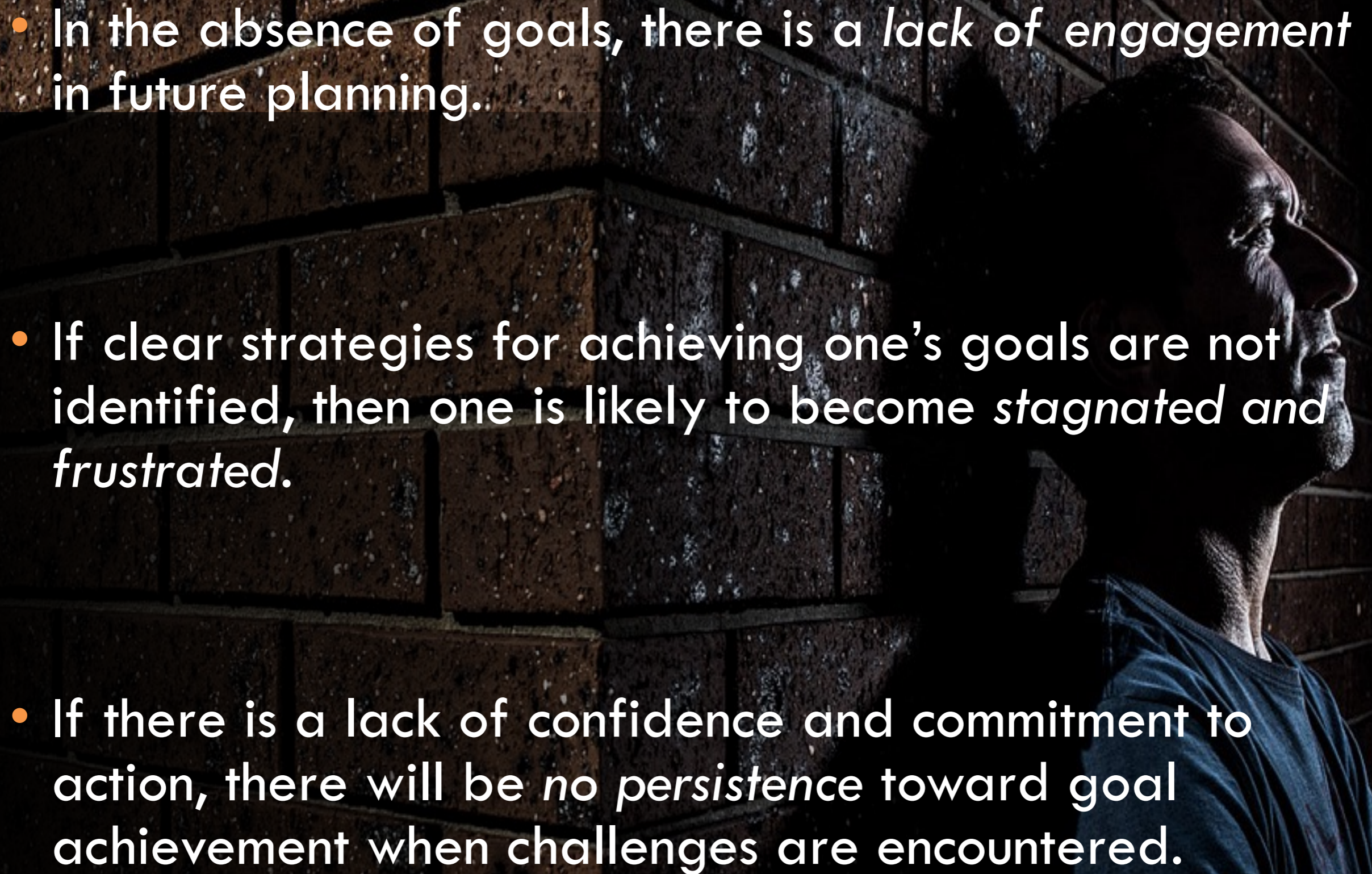
LIST 1 GOAL
YOU HOPE TO
ACHIEVE THIS
YEAR.

RATE FROM 1
(LOW) TO 5
(HIGH) YOUR
LEVEL OF
CONFIDENCE
THAT YOU
WILL ACHIEVE
THAT GOAL.

IDENTIFY 3
THINGS YOU
CAN DO TO
MOVE
TOWARD
GOAL
ACHIEVEMENT.

RATE FROM 1
(LOW) TO 5
(HIGH) THE
LIKELIHOOD
THAT YOU
WILL TAKE
THOSE STEPS
IN THE NEXT
YEAR.

RATE FROM 1
(LOW) TO 5
(HIGH) YOUR
CONFIDENCE
THAT YOU
CAN
COMPLETE
THOSE STEPS
WITH
SUCCESS

- 
- A man in profile, looking out against a brick wall. The lighting is dramatic, with strong highlights on his face and the wall, and deep shadows elsewhere. He is wearing a dark t-shirt. The background is a textured brick wall.
- In the absence of goals, there is a *lack of engagement* in future planning.
 - If clear strategies for achieving one's goals are not identified, then one is likely to become *stagnated and frustrated*.
 - If there is a lack of confidence and commitment to action, there will be *no persistence* toward goal achievement when challenges are encountered.

HOPE-ACTION THEORY TO PRACTICE



Hope-Action Theory
Niles, Amundson, & Yoon (2011)

SELF-REFLECTION

Ability to think about and examine your own thoughts, beliefs, behaviors and circumstances.

What is important to you?

What do you enjoy?

What skills do you enjoy using? What skills do you desire to develop?

What gives you a sense of purpose?

What do you hope others would say about you if they were asked?

SELF-CLARITY

Occurs as people develop answers to self-reflective questions.

Achieving self-clarity is a process and requires time for the understanding to come into sharp focus.

CAREER FLOW

The way that people describe their state of mind when consciousness is harmoniously ordered, and they want to pursue whatever they are doing for its own sake.

—Csikszentmihalyi, 1997

CareerFlow

Identify a career flow experience

Where were you?

Who else was there?

What were you doing?

What skills were you using?

What interests and values were you expressing?

What feelings and sensations did you experience?



**The experience
was special for me
because**



VISIONING

Involves creative brainstorming to uncover future career possibilities and identify desired future outcomes.

The background features two street signs on a dark blue background. The top sign is tilted and reads 'FUTURE' in large, white, sans-serif capital letters. Below it is another sign that reads 'VISION ST' in similar white, sans-serif capital letters. The signs are slightly faded and have a soft glow.

SMALL GROUP BRAINSTORMING

Share important self-information using the stem: I am the kind of person who enjoys _____. I value _____ and I'm good at _____. What is really important for you to know about me is _____. An aptitude that I would love to develop is _____. My passion is _____.

Group members' creatively brainstorm possibilities (real and imagined).

Debrief and process

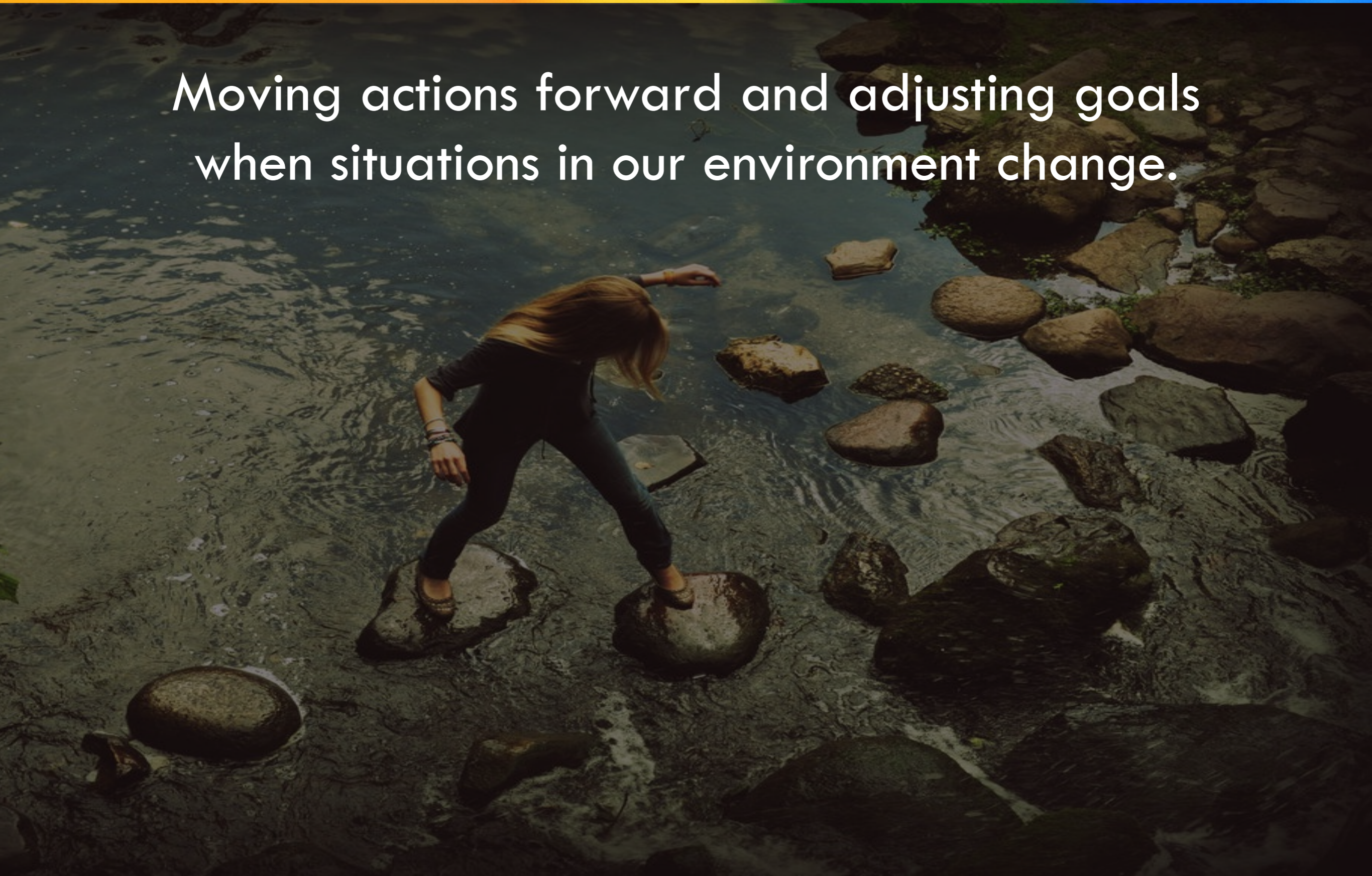
GOAL SETTING & PLANNING



Learning what actions need to be taken to achieve the career and work life desired.

IMPLEMENTING & ADAPTING

Moving actions forward and adjusting goals when situations in our environment change.



Implementers often encounter the FEAR OF TAKING ACTION...(Yet, there is risk in not risking)



“What if we don't change at all ...
and something magical just happens?”

Redefine Outcomes

- Move from success or failure to **learning**.
- Reflect upon goals implemented to create space for new learning about yourself and your experiences.
- Find someone trained in empathic listening and share.

REVIEW NEW LEARNING

What do I know now that I didn't know then?

Is this what I thought it would be?

What does this additional information suggest to me about my goals?

YES

NO



HOPE-ACTION INVENTORY
(HAI)

HAI

Purpose

To assess the degree of clients' hope-centered career competencies.

Target Population

8th graders or above

NILES, YOON, & AMUNDSON, 2010

SAMPLE ITEMS

Hope

I am hopeful when I consider my future.

Self-Reflection

I look for the underlying patterns of my preferences.

Self-Clarity

I can list at least five things that I am good at.

Visioning

I often imagine possible future events in my life.

Goal-Setting &
Planning

I set goals with a concrete timeline.

Implementing

I act on what to do next to meet my goals.

Adapting

I am flexible to improve my plan.

HOPE-ACTION INVENTORY



WHAT WAS IT LIKE TO
TAKE THE HAI?



WHAT DID YOU LEARN?

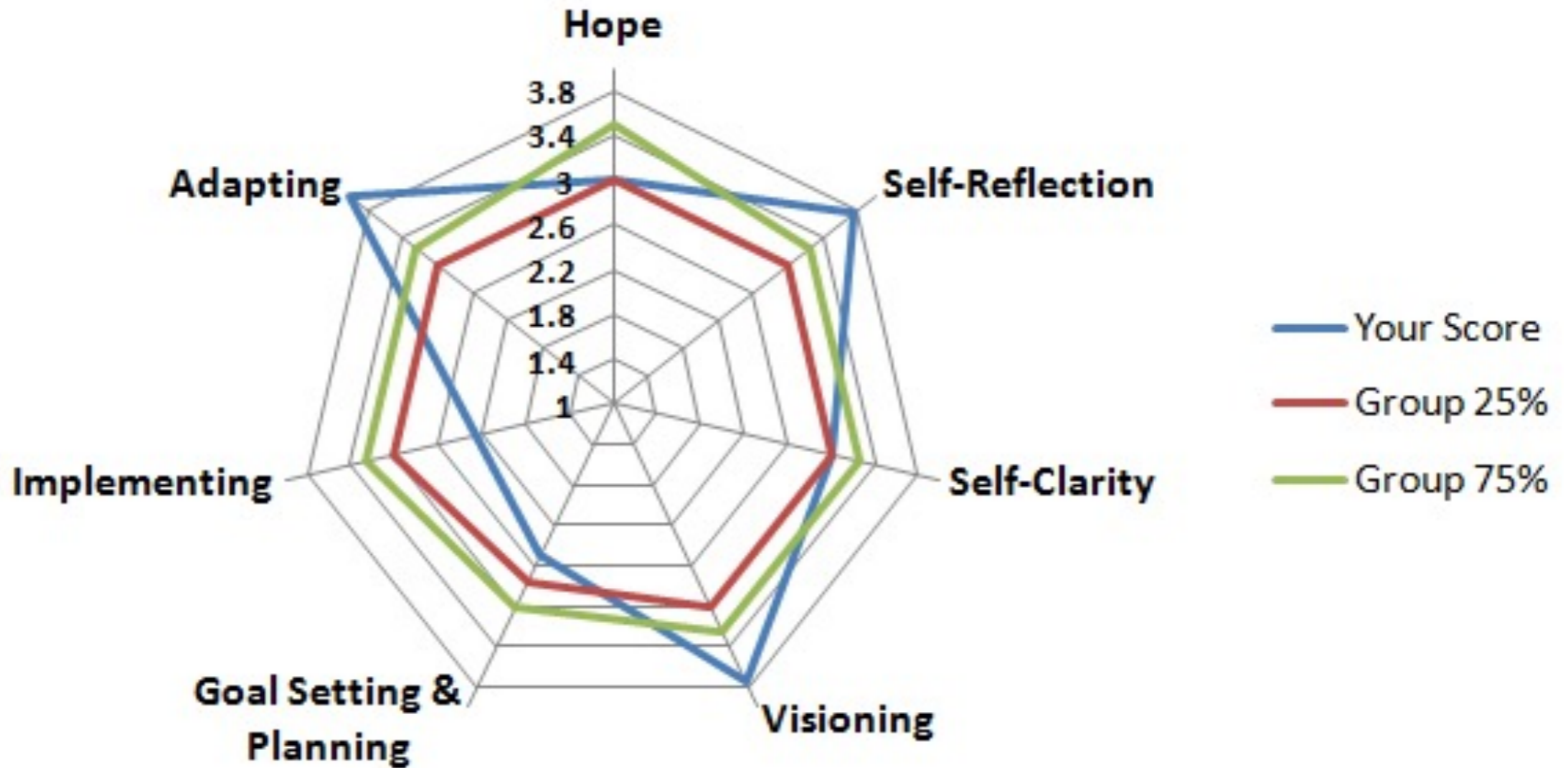


IN WHAT WAYS MIGHT
IT BE HELPFUL?



WHAT LIMITATIONS
ARE THERE?

EMILY'S HAI RESULTS



WITH ACTION-ORIENTED HOPE

Self-reflection to develop self-clarity makes sense |

Creating a vision of future possibilities has purpose |

Setting goals and making plans is meaningful |

Taking action is logical |

Adjusting plans is expected and adaptive |

Hope-Action Theory Resources

- Niles, S. G., Amundson, N. E., Neault, R., & Yoon, H. J. (2021). ***Career Recovery: Creating Careers with Hope in Difficult Times***. Cognella Press.
- Niles, S. G., Amundson, N. E., Neault, R., & Yoon, H. J. (2021). ***Career Flow and Development: Hope in Action*** (2nd Ed.). Cognella Press.
- ***Hope Central***, A new and comprehensive online system developed by **Kuder, Inc.** including the hope-action theory career, Hope-Action Inventory, videos, and activities for career development, finding life balance, developing wellness, and coping with challenging labor economies.
- 8-Week certification course in the practice of Hope-Action Theory



THANK YOU

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