

Hope Centered Organization Fidelity Indicators	
Leadership Commitment	a). Leadership demonstrates ongoing commitment of hope centered and trauma informed organization. b). Leadership shares a vision of how hope works strategically into policy, practices and culture of the organization. c). Leadership can clearly define hope and describe how it is a framework for action. d). Plan for sustainability
Score:	
Policy and Procedures Reflect the use of the Science of Hope	a). Policy or procedures use hope language b). Policy changes reflect the organizations commitment to adopting hope science as a core value and framework for the organization.
Score:	
Agency Maintains the Integrity of Hope Science	a). Branding of hope science is more than wishing b). Hope is branded for organizational communication both inward and outward facing platforms c). Social Media, reports and other forms of public communication incorporates hope language (goals, pathways, willpower). d). Hope centered communication plan for stakeholders e). Hope Science is used as a commitment to organizational well-being
Score:	
Agency Provides Ongoing Professional Development	a) Training of new employees to introduce hope science b) Executive Leadership training c) Training of Hope Navigators d) Other trainings offered to engage staff routinely in hope science e) Employee performance evaluation is considered from a hope framework.
Score:	
Dedicated Employees to Sustaining Organizational Change	a). Agency has identified a Hope Ambassador to manage project implementation and clearly stated in job description or job tasks. b). Hope Ambassador can provide hope awareness training with fidelity. c). Hope Ambassador leads ongoing community of practice. d). Sufficient Hope Navigators to adapt and sustain organizational culture and practices.
Score:	
Practice Change that Adopts Hope	a). Evidence of practice changes to connect hope strategies to program services. This includes adding hope language into processes like intake, assessment, planning and intervention processes.

Science Strategies	b). Hope science has been integrated into programs such as peer-support programs, education classes, or other service components. b). Toolkits, products or practices have been created with fidelity that support the use of hope science in programs and services. c). Hope Science is used as a commitment to client well-being
	Score:
Measurement of Organizational Culture Includes Hope Indicators	a). Hope and/or Collective Hope are routinely measured in the organization. b). Strategies are identified to connect hope to key organizational outcomes.
	Score:

Rating: 0 = No Evidence, 1 = Emerging Evidence, 2 = Evidence is Available, 3 = Strong Evidence