

Check-In

When work gets hard, what helps a team, organization, or partnership keep moving forward together?

Please share in the chat:

- Your name
- Your organization
- Your role
- Your response to the check-in question





Hope-Centered Organizations and Systems

What does it mean to make hope part of how we work?

HOPE Community of Practice | August 12, 2026 | 12:00–1:00 PM

Today's Conversation

- Explore what it can mean to be hope-centered as an organization or system
- Hear real examples from partners in a fishbowl conversation
- Reflect on where hope already shows up in your own role or setting
- Consider where hope could become more visible and intentional



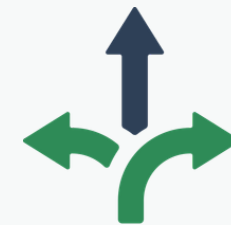
What is the Science of Hope?

Hope is a research-based way of understanding how people move toward a better future.



Goals

Clear, meaningful, and achievable goals that give people something to work toward.



Pathways

Different strategies or routes people can take to reach their goals.



Agency

The belief, energy, and motivation that actions can move people forward.

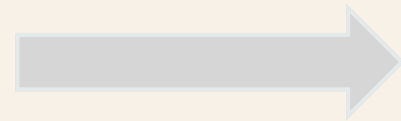
Goals, pathways, and agency reinforce one another.

How Hope Becomes Movement

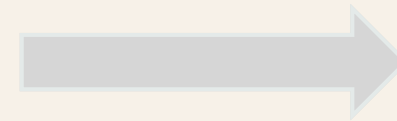
Goals → Pathways → Agency → Action



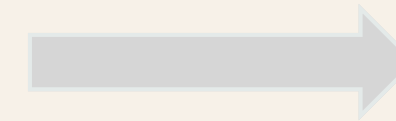
GOALS



PATHWAYS



AGENCY



ACTION

Agency turns possibility into action. Without agency, goals remain wishes and pathways remain ideas.

From Individual Hope to Collective Hope

Hope can grow when people move from “I can” to “we can.”

Individual Hope

I can set goals.
I can find a way.
I can keep going.



**Shared
Goals**



**Shared
Pathways**



**Shared
Agency**

Collective Hope

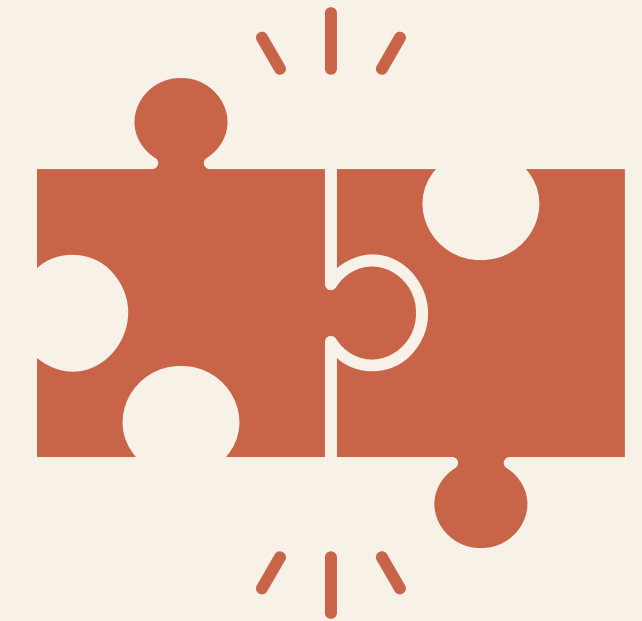
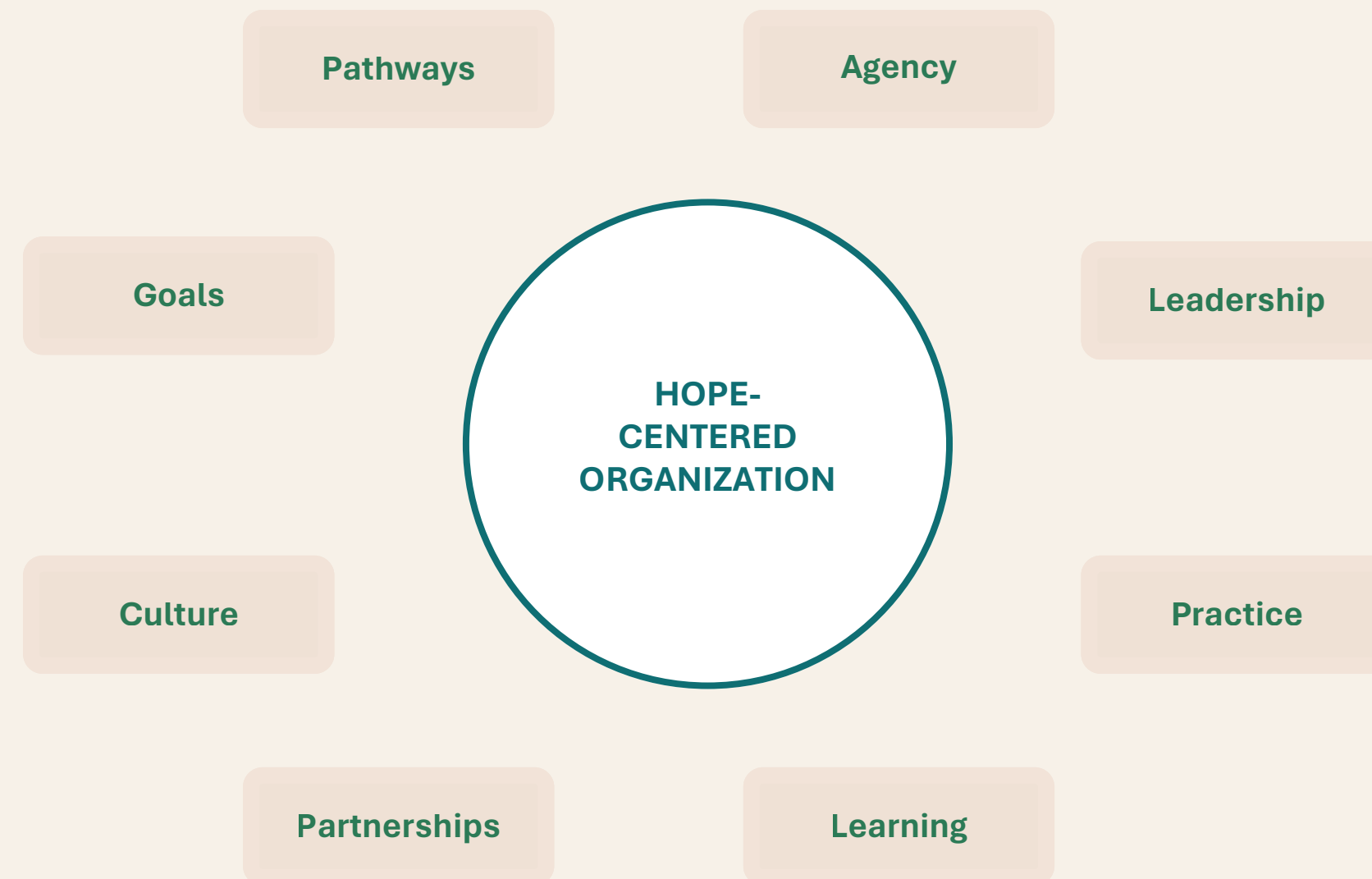
We can set shared goals.
We can find pathways.
We can keep going together.

Perceived collective hope is the belief that a group or organization can set clear goals, identify pathways, and sustain the agency to move toward those goals.

Source: Hellman et al., 2025

What Is a Hope-Centered Organization?

Hope becomes part of how the organization works.



It is more than a program or project. Hope can shape purpose, planning, decisions, relationships, services, and how people experience the organization.

Where Can Hope Live in an Organization?

Use this as a simple lens for noticing where hope is already showing up.

Leadership

Vision, commitment, and decisions

Policy + Procedure

Language, expectations, and routines

Communication

How hope is named and reinforced

Professional Development

Learning, onboarding, and staff support

Hope Champions

People who help sustain the work

Practice Change

How services, tools, and relationships shift

Measurement + Learning

How the organization notices what is changing

A hope-centered organization makes goals, pathways, and agency visible across more than one part of the system.

Adapted from Hope Centered Organization Fidelity Indicators, July 2026

Why This Matters

Collective hope helps people believe, “we can find a way forward.”

Shared Direction

People understand the goals and why they matter.



Clearer Pathways

Teams can name options, resources, and next steps.



Stronger Agency

People see that their actions and relationships matter.

Emerging research connects perceived collective hope with lower burnout and higher affective commitment.

Source: Hellman et al., 2025

As You Listen to the Fishbowl...

Notice what hope looks like in real organizational work.

Listen for:

- Where hope was already happening organically
- How hope became more visible or intentional
- What changed in practice, policy, program, or partnership
- How buy-in or momentum was built
- How different roles contributed from where they sit

*Add your questions to the chat to be answered if time allows



Hold onto one idea you may want to explore in your own organization, system, role, or partnership.

Breakout Rooms

Where Does Hope Already Live in Our Work?

Hope-centered work may already be happening in our organizations, systems, partnerships, and daily roles — even when we do not name it that way.

1 Where does hope already show up?

Think about your organization, system, role, partnerships, purpose, strategy, policies, programs, practices, or relationships.

2 Where could hope become more intentional?

Think about one place where goals, pathways, or agency could be clearer or stronger.

3 What is one role you can play from where you sit?

This could be as a leader, practitioner, partner, facilitator, supporter, or team member.



Please bring back one short theme, takeaway, or example.

Quick Share-Out

What is one theme, takeaway, or example from your breakout room?

Share out loud or drop it in the chat.

A theme can be a word, phrase, question, or idea you want to carry forward.



Share one:

Already showing up

More intentional

My role

Before you go:

Please take a few minutes to complete the short survey at the end of today's session.

Your feedback helps shape future Hope Community of Practice Sessions.

QUESTIONS OR WANT TO FOLLOW UP?



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Learn more about the Hope-Centered work happening in Washington state at: [Hope Rising Washington](#)