

When going through the incredibly rapid changes that are taking place in today's world and workplace, one set of strategies that can be useful in helping individuals move forward with their life and career is the Hope Action Model. Norm Amundson, Spencer Niles and Hyung Joon Yoon have developed this effective and useful model to let hope help.



The pinwheel metaphor helps us visualize the fluid, moving process of experiencing the HOPE model. Hope is the core of the pinwheel that holds the action steps together. The pinwheel is also affected by the outside environment as a pinwheel is moved by the wind.

There are five stages of the HOPE process:

1. Self Reflection

- Taking time to contemplate questions that are important to you.
- Pushing the “pause” button
- Asking who am I?
- Reflecting on what is my purpose?
- Asking what will I do with my life?

2. Self Clarity

Gaining a clear understanding of one's:

- Interests

- Strengths
- Aptitudes
- Values
- Skills
- Preferences

3. **Visioning**

Imagining desired future outcomes:

- Brainstorming & exploring possibilities.
- Researching careers
- Conducting informational interviews

4. **Goal Setting and Planning**

Identifying specific goals and establishing strategies to achieve those goals.

- Writing down your goals
- One method is - Applying the SMART Goal Setting method:
 - Specific
 - Measurable
 - Achievable
 - Realistic
 - Time-Bound
- Use to set both short and long term goals

5: **Implementing & Adapting**

Putting your plan into action to move toward your short and long term goals.

- Monitoring how effective your plans and goals are and adjusting them when off course.
- Or, “cast your fate to the wind” and stay open for Planned Happenstance experiences - and act on them.
- Going with the “flow” as much as possible and making adjustments when out of “flow.”
- Trust that there is a greater “Force” at work in your favor.

All lead to developing a strong sense of Hope -



- These are some strategies to try out and work with.
- Preferably with a career professional.
- Let me know how it goes.