

With the recent events across the globe, our psychological capital is certainly at risk, as is our social and economic capital. Psychological capital is a construct of four pillars of Hope, Efficacy, Resilience and Optimism (HERO) and has been linked to job as well as life satisfaction (Luthans, F, C.M Youssef-Morgan, B.J. Avolio. *Psychological Capital and Beyond*. Oxford University Press, 2015.) Psycap is based on appreciation and positive emotions.

STRATEGIES TO INSPIRE HOPE

Hope is the expectation that good things will happen, regardless of the challenges we face, and that a positive future is attainable. Hope is a vital piece of building psychological capital and allows people to do great things with the future in mind. This includes setting goals and creating new and realistic pathways. Self-motivation, autonomy and contingency actions are evident. Predict scenarios and outcomes. The Will and the Way...motivation and creativity to carve out new pathways!

DEVELOP HOPE IN THOSE AROUND YOU
Give people something to believe in. Find ways to connect effort and sacrifice to the big picture. Remember...soldiers fight for big things like God, country, family, and fellow soldiers. <i>Belief precedes hope.</i>
Be human with aspiration. Share personal challenges and weaknesses, and how you've worked through them.
Show people how they are making meaningful contributions. Be specific.
Narrow Focus. Too many goals overwhelm and discourage. Passion makes leaders take on too many challenges.
Believe in your teammate's potential and capacity. Keep people working where they best succeed. Think about how you are setting others up for success.
Share information. Hope is a way of thinking that require information about challenges, opportunities, progress, and results. Research shows that leaders drastically under communicate.
Create and celebrate small wins. Every challenge is made smaller by a series of small wins.
Set specific personal and role stretch goals. Start small, then think big, in time. Then develop alternate pathways to goals. Make a mental movie of how you will reach the goal.
Remind and show people how they matter.
Reward more so the effort, rather than the results.
Build a team, or at least one cheerleader at a time.
If you need to, re-goal to avoid false hope.

DEVELOP INTERNAL HOPE
Establish a broad and precise network of those who will help you with a problem.
Set an exciting future goal. Scaffold the goal into smaller, quick win steps.
Treat yourself to something special.
Do something awesome for others.
Fill your life with inspiration. Focus on energy, passion, drive and resolve.
Be bold, endure and act with stability in mind.
Speak your goals out-loud. Own the goals. Motivation and purpose matter.