



Hope is a Strategy

Positive Schools Conference

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People smart business solutions

WHEN I GROW UP...



10 years ago...

Twitter was being
launched

Facebook was in its
infancy

Nobody had
iPhones

A tweet had never
been sent

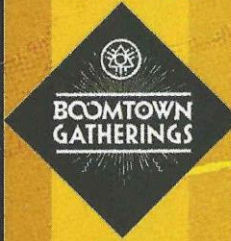
Note: World Economic Forum article, 2016: <https://www.weforum.org/agenda/2016/06/10-jobs-that-didn-t-exist-10-years-ago/>

10 years ago these jobs of today did not exist...

- App Developer
- Social Media manager
- Uber driver
- Driverless car engineer
- Cloud computing specialist
- Big data analyst/data scientist
- Sustainability manager (green building/architecture)
- YouTube content creators
- Drone operators
- Millennial generational expert

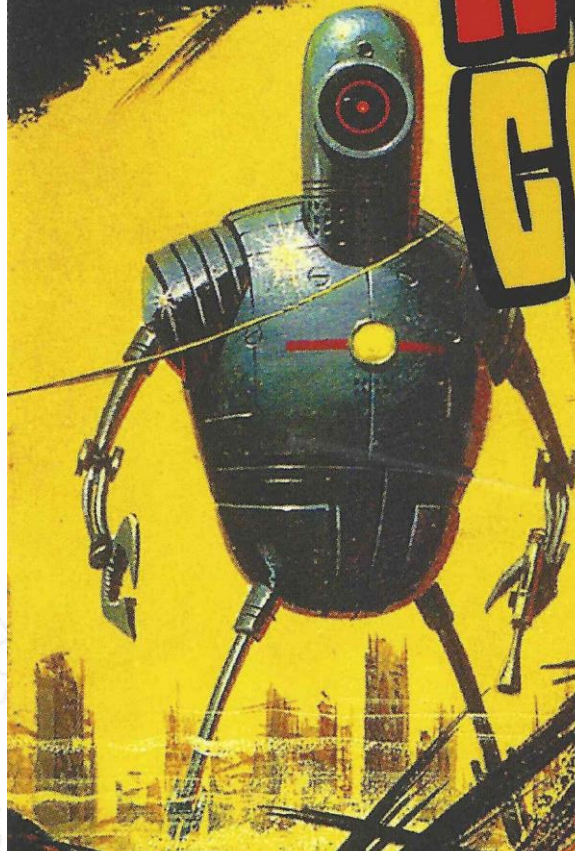


LIGHTBOX
/// NIGHTS ///



THE ROBOTS ARE COMING!!

RESISTANCE
IS FUTILE...



THE
LEISURE
CENTRE

JOB CENTRE



Most likely jobs to be computerised (>97%)

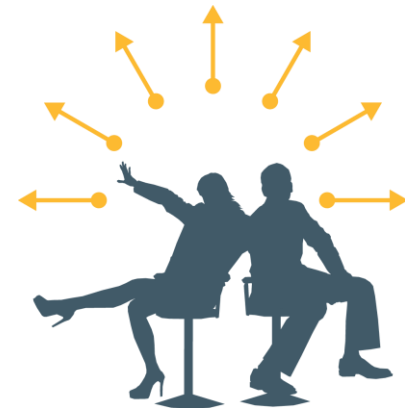
- Telemarketers
- Title examiners, Abstractors and Searchers
- Hand sewers
- Mathematical technicians
- Insurance underwriters
- Watch repairers
- Cargo and Freight agents
- Tax preparers
- Photographic process workers and Processing machine operators
- New accounts clerks
- Data entry keyers
- Brokerage clerks
- Order clerks
- Loan officers
- Insurance appraisers, Car damage
- Umpires, Referees and other Sports officials
- Tellers
- Library technicians




Least likely jobs to be computerised (<1%)



- Recreational therapists
- First-line supervisors of mechanics, Installers and Repairers
- Emergency management directors
- Mental health and substance abuse social workers
- Audiologists
- Occupational therapists
- Orthodontists and Prosthetists
- Healthcare social workers
- Oral and Maxillofacial surgeons
- First-line supervisors of fire fighting and prevention
- Choreographers
- Sales engineers
- Instructional coordinators
- Psychologists
- First-line supervisors of police and detectives
- Dentists
- School teachers






“The future of work is changing. It’s a reality governments, industry and communities are all grappling with....We will need an innovative and entrepreneurial generation of young people to maintain our standard of living.”

THE NEW WORK ORDER

**YOUNG PEOPLE NEED SKILLS AND EXPERIENCE
FOR JOBS OF THE FUTURE, NOT THE PAST**

An orange clothespin is clipped to the top edge of a white rectangular piece of paper. The paper is slightly wrinkled and is set against a dark blue background. A thin white horizontal line runs across the background behind the paper.

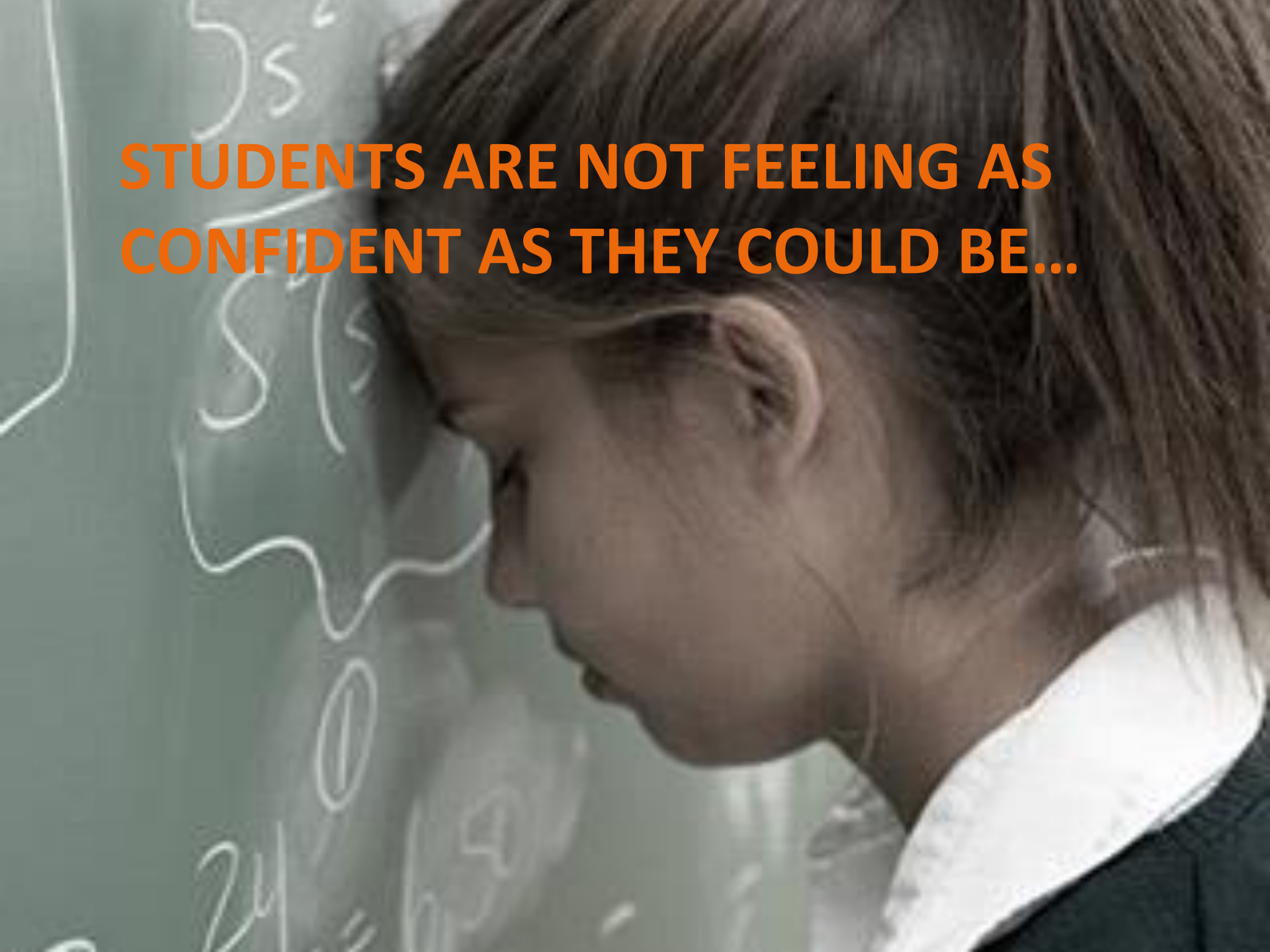
We are preparing students
for an unknown future to use
technology that does not yet
exist to solve problems we
are still unaware of.

And, our students get less engaged each year they are in school



NOTE: Australian results are convenience samples and are not representative of all students in the country
N-total Australia March 2016, N-total = 11,020

**STUDENTS ARE NOT FEELING AS
CONFIDENT AS THEY COULD BE...**



The Difference Hope Makes



“A growing...body of research is finding that students with high levels of hope get better grades and graduate at higher rates than those with lower levels, and that the **presence of hope in a student is a better predictor of grades and class ranking than standardized test scores.**”

Allie Grasgreen, *Here's Hoping*, *Inside Higher Ed*, July 6, 2012.

<http://www.insidehighered.com/news/2012/07/06/researchers-apply-hope-theory-boost-college-student-success>

Hope is **not** optimism.

- Optimism is merely an attitude
- You're optimistic if you believe the future will be better than the present (9/10 people do)
- Optimism is like looking at life through rose-coloured glasses and is itself a passive activity.

Hope is **belief plus action**.

You're hopeful, if you believe the future will be better than the present *and* that you have the power—and multiple plans—to make it so.

Hope is **not** wishing.

- Wishing is like daydreaming about the perfect job, the perfect mate, the perfect home.
- Wishing is like 'mental fast food'
- Wishing can create a feel-good buzz, but it's fleeting.

"Hopes are sustainable. Wishes are not."

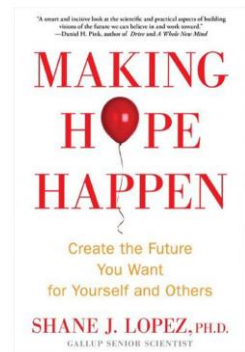
Dr. Shane Lopez, PhD
Author, Making Hope Happen

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Hopeful people do this:



1. **Set Goals:** have an idea of where we want to go and what we want to accomplish. Some are vague, some are shaped and modified over time.
2. **Have Agency:** have the perceived ability to shape our lives day to day. As 'agents' we can make things happen and take responsibility in moving toward our goals.
3. **Seek Pathways:** have the ability to seek out and identify many pathways to our goals. Choose the most appropriate route, and know there will be obstacles that could arise. We may need to change paths to reach the desired future.



~ Shane Lopez

Source: C. R. Snyder, Hope: Theory, Measures and Applications
S. Lopez, Making Hope Happen

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“Defining hope as the perceived capacity to produce clear goals, along with the routes to reach these goals (pathways thinking) and the motivation to use those routes (agency thinking).”

~ *C.R. Snyder, Ph.D.*

2005, Teaching: The lessons of Hope, Journal of Social and clinical psychology.

Student Poll overview



Gallup's 20-item survey measures **hope**, **engagement**, and **wellbeing**.

2.0+ Million Students in America, since 2009

~50,000 students in Australia since 2012

Why these three variables?

- Can be reliably measured
- Have a meaningful relationship with or impact on educational outcomes
- Can be changed and can be enhanced through deliberate action
- Not measured directly by another large-scale survey



Hope | ideas and energy we have for the future | Double Hope

Engagement | involvement in/enthusiasm for school | Build Engaged Schools

Wellbeing | how we think about and experience our lives | Boost Wellbeing

These items are important BEYOND school; a holistic approach

Hope: Ideas and Energy for the Future

- I know I will complete high school.
- There is an adult in my life who cares about my future.
- I can think of many ways to get good marks.
- **I energetically pursue my goals.**
- **I can find lots of ways around any problem.**
- I know I will find a good job after I leave school.





45%
Hopeful

These students have numerous ideas and abundant energy for the future.

38%
Stuck

These students have few ideas and generate little momentum toward the future.

17%
Discouraged

These students lack ideas and energy for the future and may possess negative conceptualisations of the future.

NOTE: Australian results are convenience samples and are not representative of all students in the country. March 2017, N-total = 8,331

Engagement: Involvement in and Enthusiasm for School

- I have a best friend at school.
- I feel safe in this school.
- My teachers make me feel my schoolwork is important.
- At this school, I have the opportunity to do what I do best every day.
- In the last seven days, I have received recognition or praise for doing good schoolwork.
- **My school is committed to building the strengths of each student.**
- In the last month, I volunteered my time to help others.

Engagement March 2017



55%
Engaged

Highly involved with and enthusiastic about school.

28%
Not
Engaged

Present but not involved with or enthusiastic about school or the learning process.

17%
Actively
Disengaged

Undermine and/or are not involved with the educational process for themselves and others.

NOTE: Australian results are convenience samples and are not representative of all students in the country.
USA data for 2016 was not presented in terms of Percent hopeful, so 2015 data was maintained for direct comparison.
N-total Australia March 2017, N-total = 8,428 and March 2016, N-total = 11,020, USA n= ~900,000

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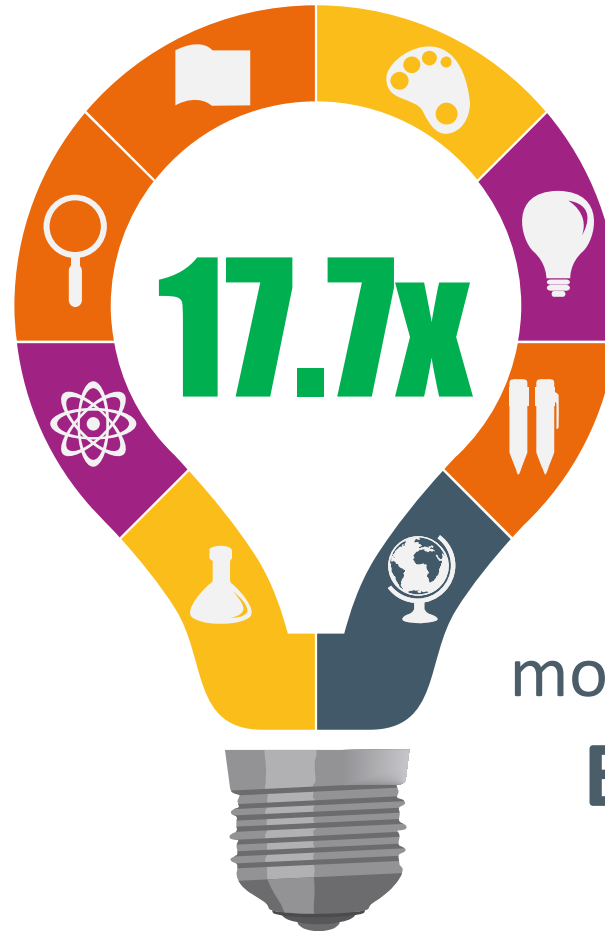
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ONLY 36%

**OF STUDENTS STRONGLY AGREE THAT THEY GET TO
DO WHAT THEY DO BEST EVERY DAY**

NOTE: Gallup Student Poll Australia results are convenience samples and are not representative of all students in the country. March 2016, N-total = 11,020

When students have the
**opportunity to do
what they do best
every day**
they are...



more likely to be
**Engaged in
school.**

Focusing on the strengths of each student
makes an impact



Students are
9x
more likely to be
Engaged

When students can strongly
agree their school is
committed to building the
strengths of each student.

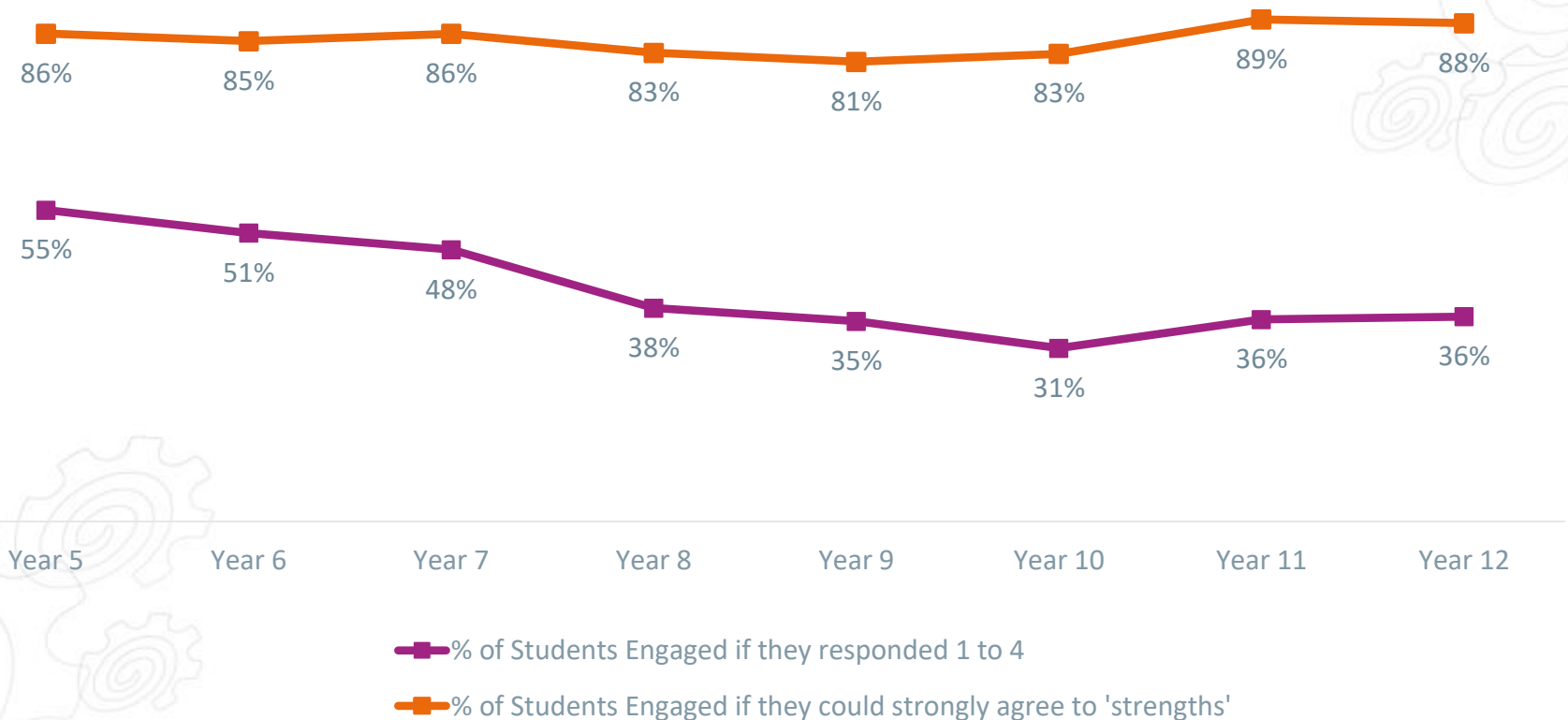
3x
more likely to
be **hopeful**



A focus on strengths helps prevent a drop in student engagement



When Students can strongly agree their school is committed to building their Strengths, they are more Engaged in school compared to students who cannot strongly agree



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Build hope! Help Students set achievable goals & problem solve



18x more likely to be
hopeful

3x more likely to be
engaged

Create ripples of hope



“My teachers make me feel my schoolwork is important.”



3x more hopeful

12x more likely to be
engaged in school

**CELEBRATE
PROBLEMS**

~The Martian, 2015



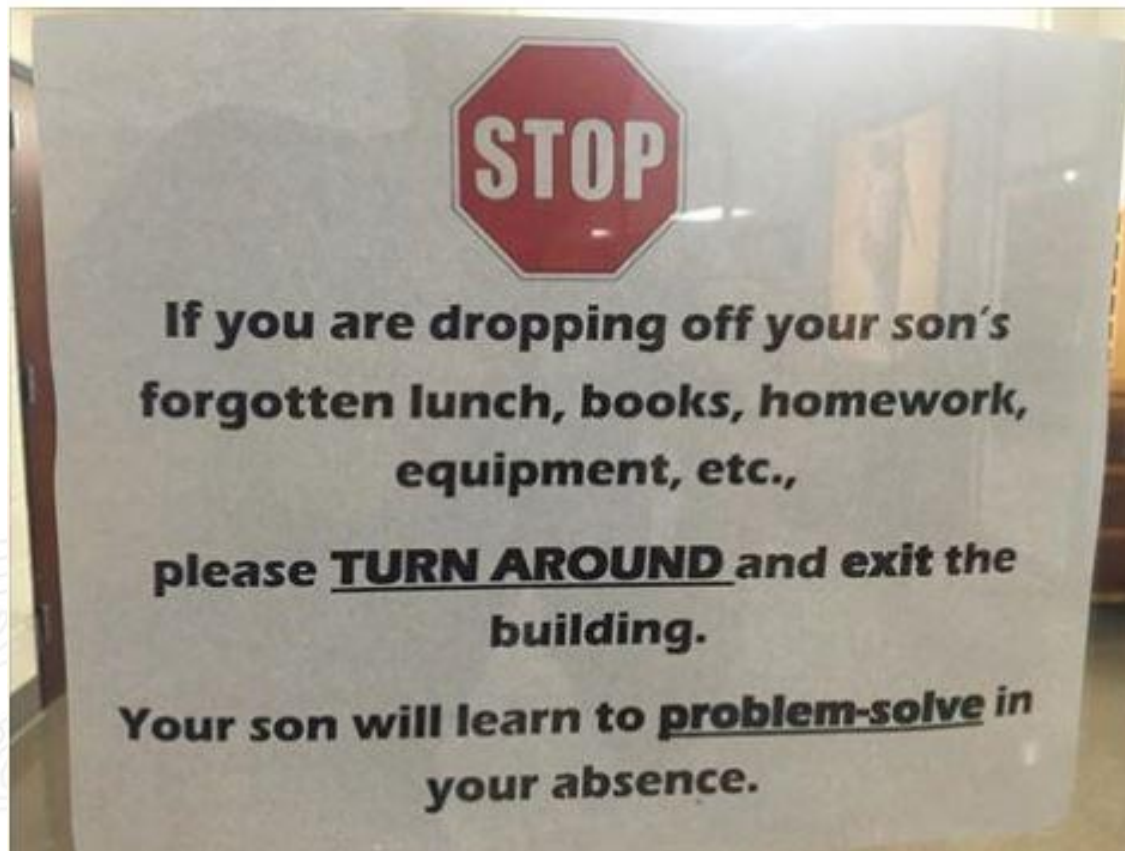
CELEBRATE PROBLEMS



Catholic High School for Boys

August 10 at 5:25pm · ✱

Welcome to Catholic High. We teach reading, writing, arithmetic, and problem-solving.



"It makes me think for myself and not rely on other people to do things for me. And if I make a mistake, I need to learn from it and try to fix it," said Wingfield.

High School Rule going viral for turning away parents, 16/08/2016 www.arkansasmatters.com

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Let's spark entrepreneurial thinking by tapping into students' ambitions



Creative



73%

Say thinking of new ways of doing things is exciting for them

Take Risks



60%

Say they are risk takers

Imaginative



54%

Say they have more imagination than their peers

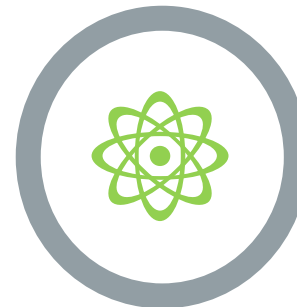
Business?



40%

Say they want to start a business

Invention?



30%

Say they will invent something that will change the world

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MORE WAYS WE CAN TEACH HOPE



- Let students know that failure is expected and necessary
- Let students see us fail and work through the emotions of solving problems
- Help students link what they are doing today to tomorrow
- Create a classroom atmosphere where effort and mastering the learning is important – not just good outcomes
- Help students see alternate routes by using their strengths



MORE WAYS WE CAN TEACH HOPE



- Encourage an entrepreneurial spirit
- Encourage divergent thinking and believe in a few 'crazy ideas'
- Help students learn to network and make connections
- Raise student awareness about what others have done, jobs of the future and their role to play in creating them
- Set up internships and hands on experiences
- Practice 'nexting' – asking students 'what next' and how can I or someone else help you?



Our job as teachers is not to "prepare" kids for something;
our job is to help kids learn to prepare themselves for anything.



Remember

Both **hope** and hopeless are
contagious

WHEN I GROW UP...

