

# Diving Deeper into HOPE

Principles to Increase Positive Experiences



science:positive

the  
**MONTANA**  
**INSTITUTE**

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# SPIRIT

What is one thing you have heard during this conference so far that has given you hope?

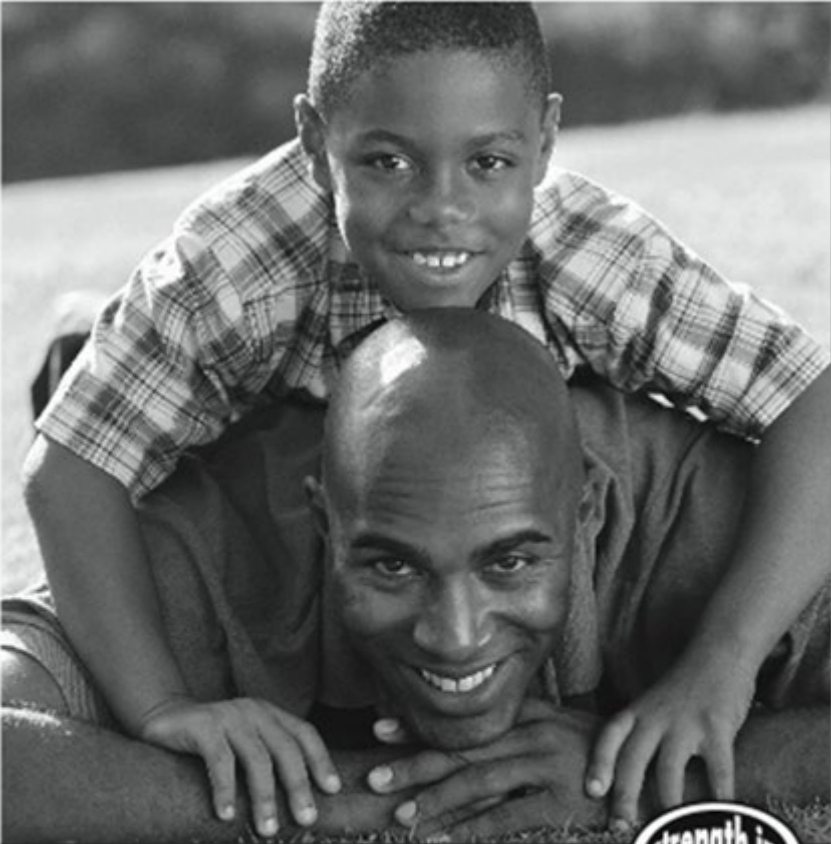
**DARE TO BRING HOPE**

**Transformational leaders Create  
Conditions To Honor The Positive**



“If we want  
**HEALTH,**  
we must  
promote  
**HEALTH.”**

Linkenbach, J. (2001) “Cultural Cataracts: Identifying and Correcting Misperceptions in the Media.” The Report on Social Norms: Working Paper No (1). Paper Clip Communications.



**Be a Role Model.**

**Provide children with positive examples.**  
78% of ETHS parents don't think it's okay to give alcohol to their own children, even if they're there to supervise.

2004 Strength in Numbers Parent Survey. N=317 ETHS parents. This publication is supported by Drug-Free Communities Support Program grant number 2003-MO-FX-0041, funded by the Office of National Drug Control Policy, the Rotary Club of Evanston Lighthouse & Tobacco Settlement Funds.

For more information and resources, visit [www.peerservices.org](http://www.peerservices.org)

**strength in numbers**



# What's In Your Green Arrow?

## Returns?

Increase  
Positive  
Community  
Norms

Improve  
Psychological  
Health &  
Safety and  
Positive  
Experiences

*Linkenbach, 2016*







## TABLE DISCUSSION

**Why is growing positive experiences in your workplace critical for health, safety, and wellness?**

# Positive Adult Experiences Questionnaire

In the past two weeks, I have talked with at least one member of my family about my feelings.

In the past two weeks, I have talked to somebody outside of my family about my feelings.

I feel that my family stands by me during difficult times.

I enjoy participating in community events and/or traditions.

I feel like I belong in my community.

I feel supported by my friends.

I have at least one close and lasting relationship where I can depend on the other person to help me make decisions about my life.

I feel safe with those who live in my home.

My residence and neighborhood are safe.

I have good neighbors.

I have beliefs that give me comfort.

I have done something fun in the past two weeks.

In the past two weeks, I have done things to take care of myself such as reading a book, getting a massage, or going for a run.

I have a predictable home routine, like a set time to exercise and a regular bedtime.

I am engaged in daily activities that are rewarding and meaningful to me, such as volunteering in the community, having a job I enjoy, or parenting.

## Pairwise Correlations

		EF Deficit	Depression	Anxiety
Executive Functioning (EF) Deficits	Generally, should look at cumulative score and not individual items. But... Items 5, 12, and 13 appear to be especially related to all three mental/cognitive health outcomes. Items 6, 11, 14, and 15 also important.	1		
Depression		0.5510*	1	
Anxiety		0.4859*	0.7686*	1
PAE Score		-0.4068*	-0.4822*	-0.3559*
In the past two weeks, I have talked with at least one member of my family about my feelings. (1)		-0.1669*	-0.0857	0.0362
In the past two weeks, I have talked to somebody outside of my family about my feelings. (2)	-0.1174	-0.055	-0.0635	
I feel that my family stands by me during difficult times. (3)	-0.2091*	-0.2190*	-0.1473	
I enjoy participating in community events and/or traditions. (4)	-0.1654*	-0.2533*	-0.1539*	
I feel like I belong in my community. (5)	-0.4003*	-0.4039*	-0.3608*	
I feel supported by my friends. (6)	-0.2095*	-0.2852*	-0.2772*	
I have at least one close and lasting relationship where I can depend on the other person to help me make decisions about my life. (7)	-0.118	-0.1879*	-0.1318	
I feel safe with those who live in my home. (8)	-0.1216	-0.1738*	-0.132	
My residence and neighborhood are safe. (9)	-0.1843*	-0.3271*	-0.2413*	
I have good neighbors. (10)	-0.1996*	-0.2739*	-0.1655*	
I have beliefs that give me comfort. (11)	-0.2675*	-0.3563*	-0.2365*	
I have done something fun in the past two weeks. (12)	-0.3092*	-0.3972*	-0.2592*	
In the past two weeks, I have done things to take care of myself such as reading a book, getting a massage, or going for a run. (13)	-0.3122*	-0.4692*	-0.3837*	
I have a predictable home routine, like a set time to exercise and a regular bedtime. (14)	-0.2297*	-0.3442*	-0.2595*	
I am engaged in daily activities that are rewarding and meaningful to me, such as volunteering in the community, having a job I enjoy, or parenting. (15)	-0.2127*	-0.3083*	-0.2186*	

# Examples of Positive Experiences at Worksites

- **Opening meetings focusing on employee strengths and contributions**
- **Team members laughing with each other**
- **Supervisors expressing positive connections with coworkers**
- **Being mindful and present at meetings**
- **Validating challenging experiences and emotions**
- **Making time to express gratitude for each other**
- **Asking about partners, families and out of work interests**
- **Taking time to reflect on positive experiences**





# SCIENCE

Growing HOPE as a transformational leader through  
the Science of the Positive



# What Positives Do You Want To Grow?

*Linkenbach, 2016*



# The Cycle of Transformation





# Science of the Positive

# Cycle of Transformation



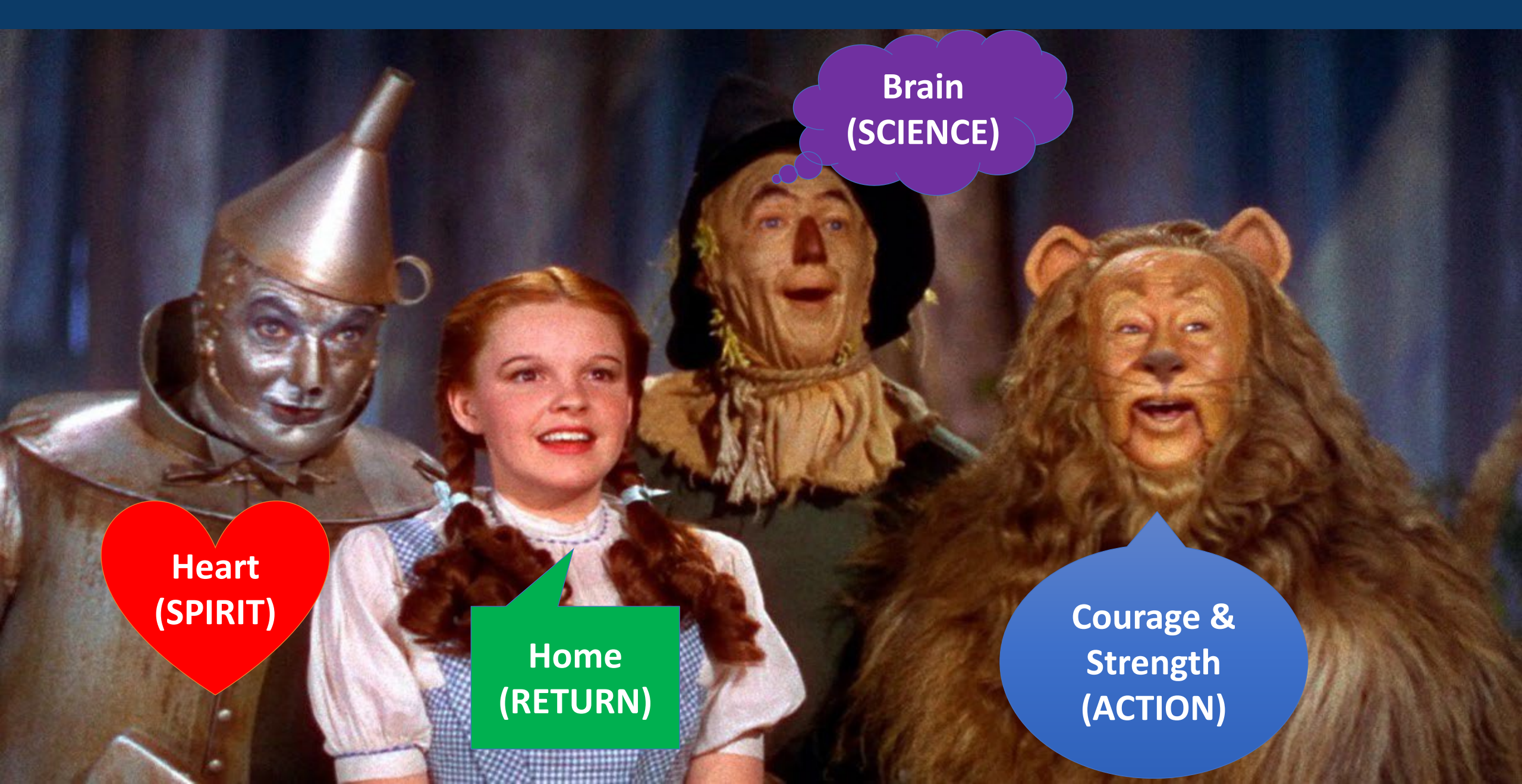
Linkenbach, 2015



# What will be the “**spirit**” of our work?



science positive



**Heart  
(SPIRIT)**

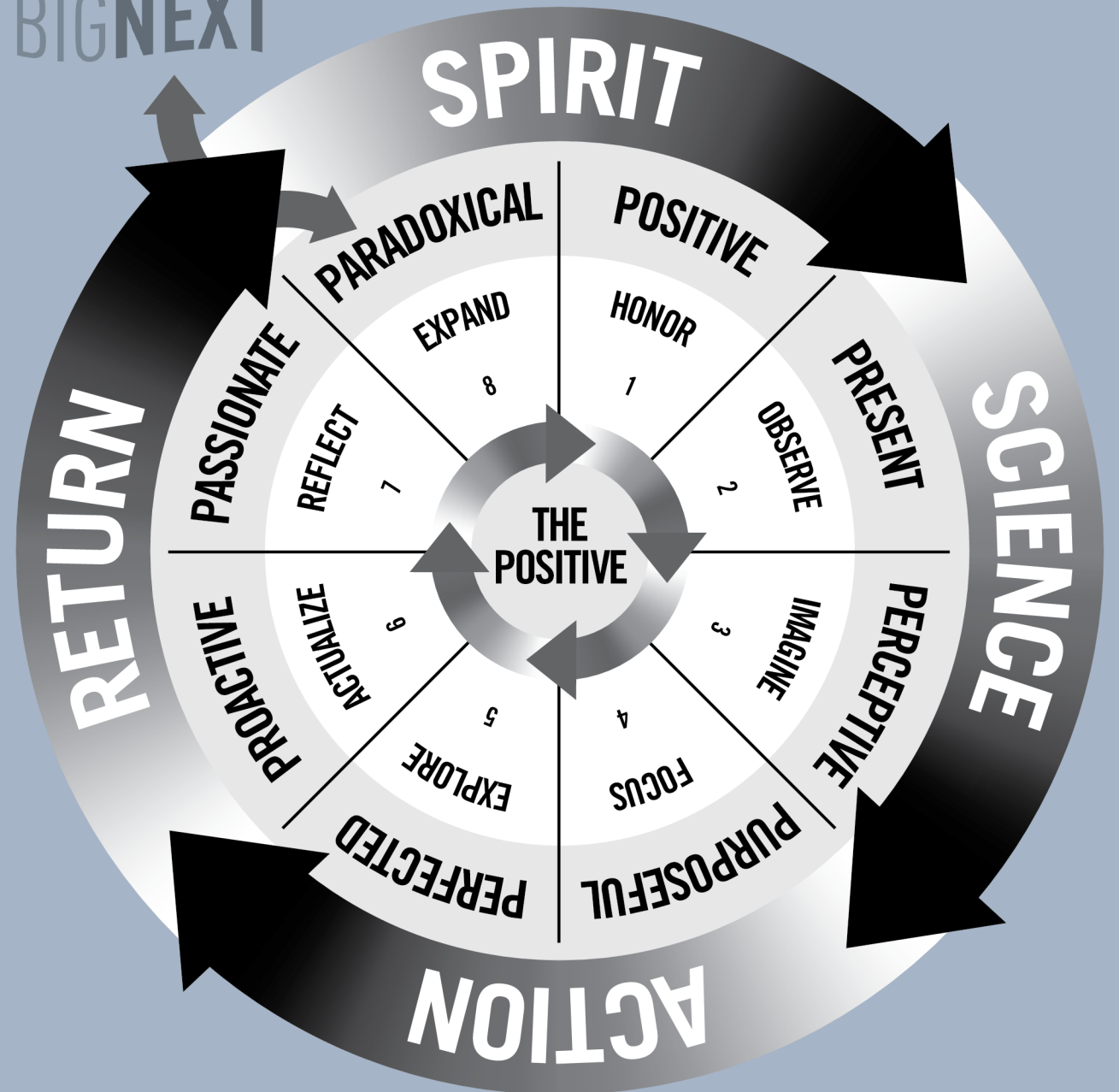
**Home  
(RETURN)**

**Brain  
(SCIENCE)**

**Courage &  
Strength  
(ACTION)**

the  
BIGNEXT

# THE SCIENCE OF THE POSITIVE FRAMEWORK

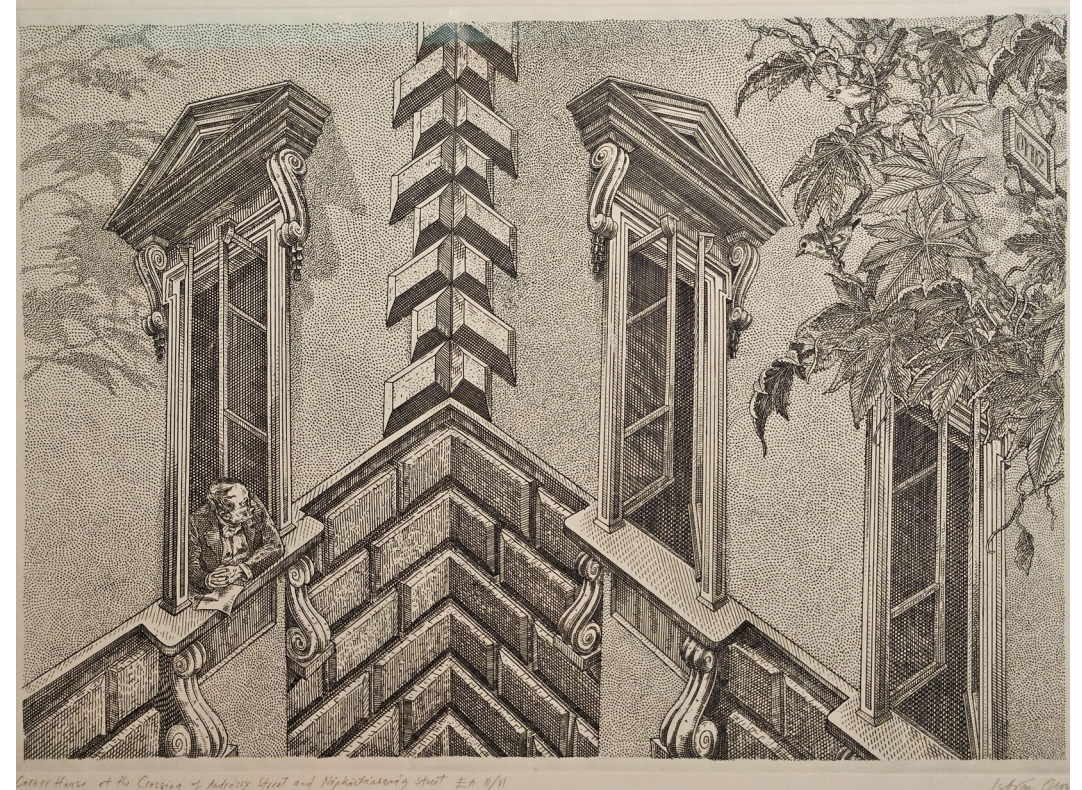


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# Core Principle #8 Embrace the Paradoxical

Sit with and hold the very real tensions that exist between hope and concern. Then choose to grow the good.



MC Escher "Corner house at the intersection of Andrassy út and Népköztársaság útja."

## The Montana Institute's Example

*We choose to Embrace the Paradoxical, growing The Positive to reduce the negative.*

# Be Positive

The lens through which we choose to view our reality influences the outcomes we are trying to achieve.

How we choose to respond to the existence of the positive within us and others shapes our experience and directs our lives.

“

**There is always light, if only we're brave enough to see it. If only we're brave enough to be it.**

**Amanda Gorman**

The youngest inaugural poet in US history



USA TODAY

# Artist: Thomas Dambo

Pictures from [thomasdambo.com](http://thomasdambo.com)





What should an artist  
do when they don't  
know what to do?

I want to make a: TEN-SCULPTURE,  
NATIONWIDE, CORONA-FRIENDLY  
TREASURE HUNT FOR GIANTS IN  
THE WILD!

Will you help?



**Sculpture  
name:  
RUNDE  
RIE**

**Photo credit:  
Thomasdambo.com**



# Sculpture name: RØSKVA

Photo credit:  
[Thomasdambo.com](http://Thomasdambo.com)



**Sculpture  
name:  
SØREN**

**Photo credit:  
Thomasdambo.com**



**Sculpture  
name:  
FRODE**

**Photo credit:  
Thomasdambo.com**



**Sculpture  
name:  
FRIE  
VILJE**

Photo credit:  
[Thomasdambo.com](http://Thomasdambo.com)



**Sculpture  
name:  
MAMA  
MIMI**

**Location: Rendezvous Park in  
Jackson Hole, WY**

**Photo credit:  
Thomasdambo.com**





**Sculpture  
name:  
JOEN &  
THE  
GIANT  
BEETLE**

**Location: Wynwood, Miami, FL**

**Photo credit:  
Thomasdambo.com**

## Carla's Example

**BE POSITIVE:**  
*I light a candle  
rather than curse  
the darkness.*

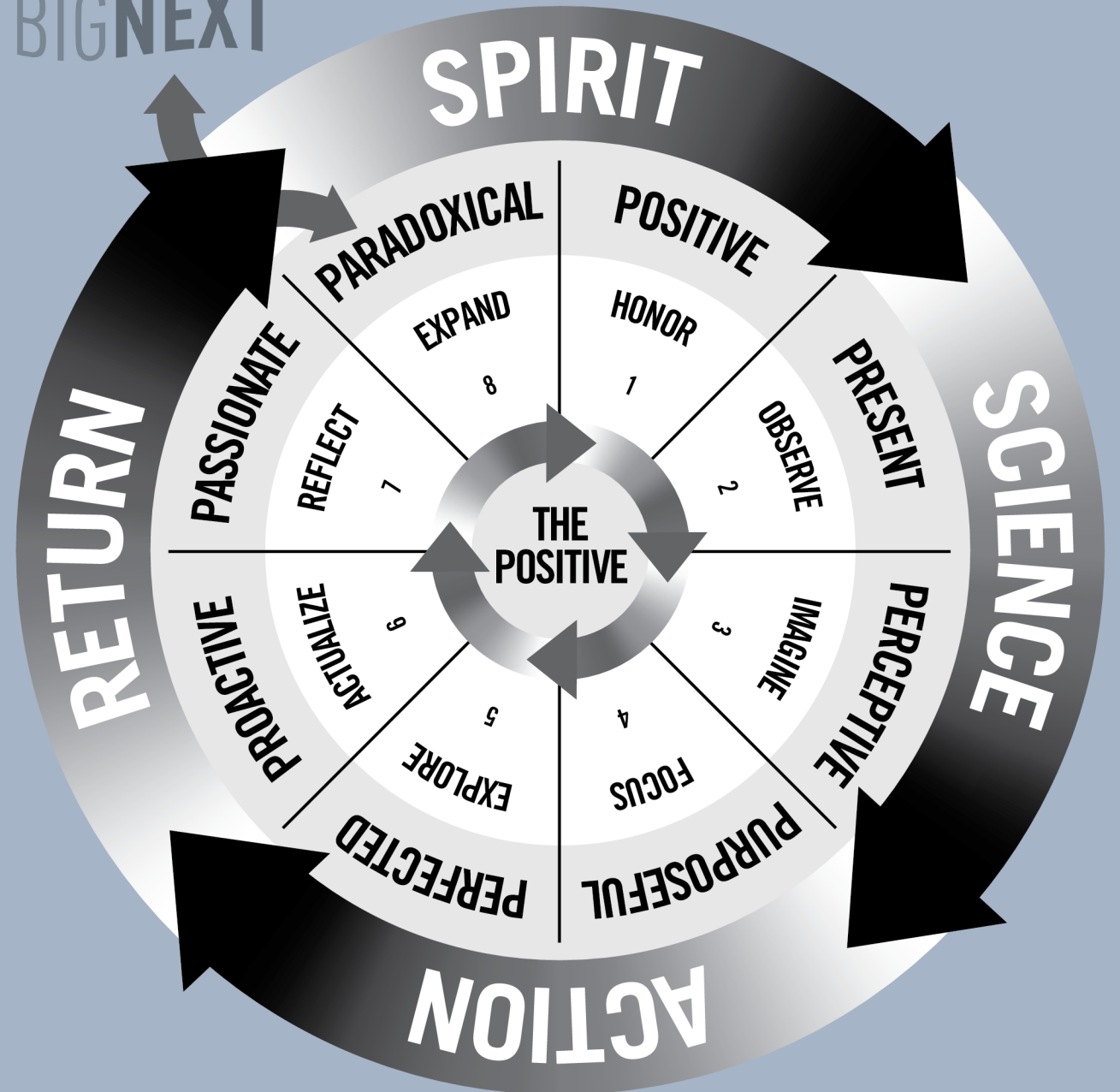


## TMI Example

We choose to Be Positive,  
focused on growing the good.

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# Be Present

By focusing our attention on the Present we can work with what is, not what was or what might be.

The solutions are in the community and the community is ALWAYS changing.











# CORE PRINCIPLE #2 – BE PRESENT

- The Present is the only reality that exists.
- We must direct our attention to the NOW.
- The solutions exist in the community.
- We must use authentic dialogue.
- The environment is always changing.
- Focusing on NOW creates readiness for transformation to occur.

## Carla's Example

*BE PRESENT: I practice keeping my head where my feet are.*

## The Montana Institute's Example

*We choose to Be Present, maintaining curiosity and connection.*

# Core Principle #3

## Be Perceptive

Be Perceptive. Notice and attend to coworkers' feelings and emotions. Imagine great outcomes. Think Spirit first.



# **REFUSE**

**TO BE STORED IN  
BLACK PLASTIC SACKS  
AND PLACED IN THE  
CONTAINERS PROVIDED**







Washington Post article if you would like to read in more detail- <http://www.washingtonpost.com/wp-dyn/content/article/2007/04/04/AR2007040401721.html>

## Carla's Be Perceptive Example

*I stay curious and continually seek to ask better questions.*

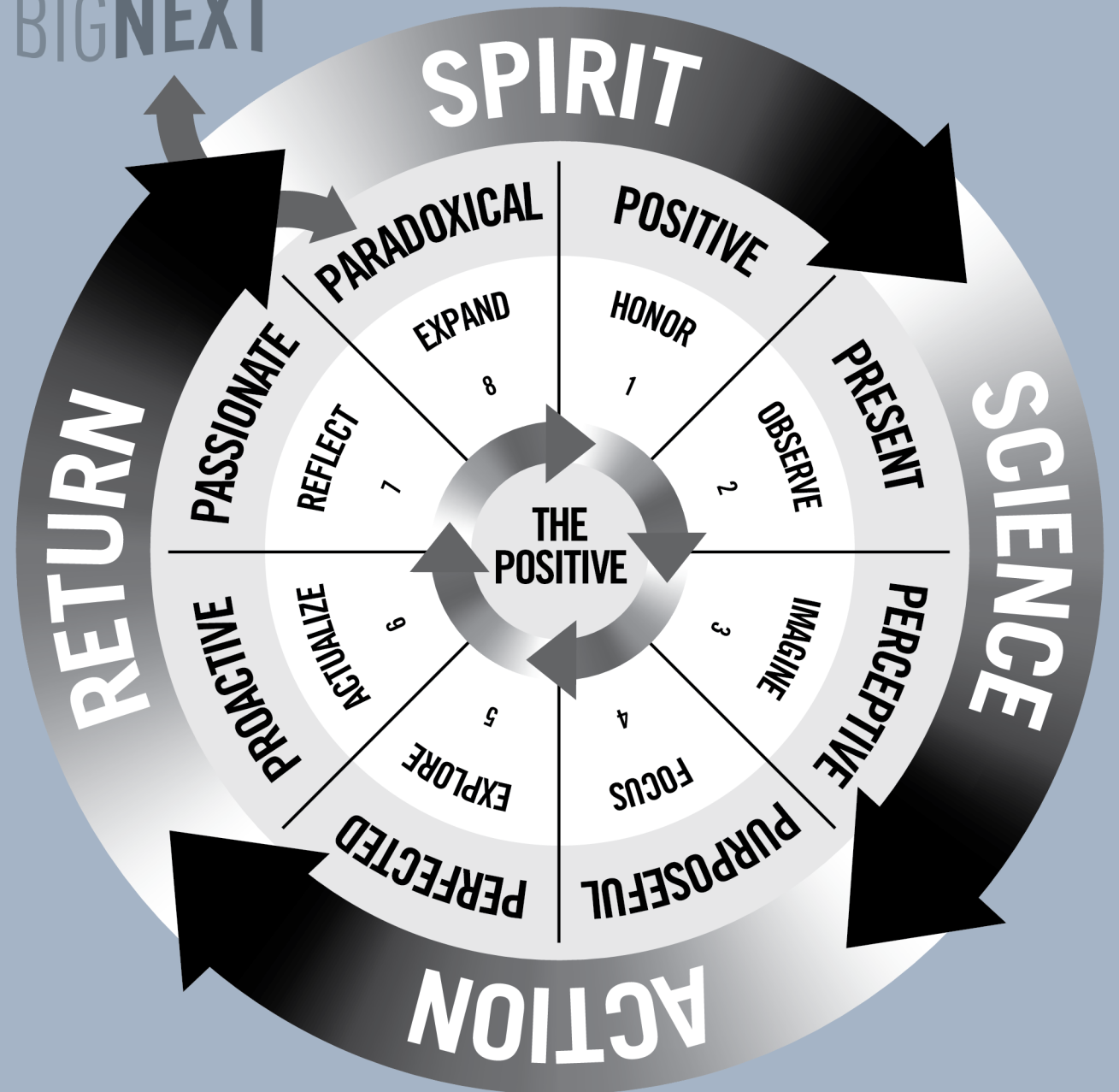
## The Montana Institute's Example

*We choose to Be Perceptive, honoring both hope and concern.*



the  
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# Core Principle #4

## Be Purposeful

Be Purposeful and focus on establishing norms of PAEs. Know and speak your **BIGGER WHY**.



DISSERTATION

THE LIVED EXPERIENCE OF MEANINGFUL WORK IN A STIGMATIZED  
OCCUPATION: A DESCRIPTIVE PHENOMENOLOGICAL INQUIRY

Submitted by  
Zachary A. Mercurio  
School of Education

In partial fulfillment of the requirements  
For the Degree of Doctor of Philosophy  
Colorado State University  
Fort Collins, Colorado  
Summer 2019

Doctoral Committee:

Advisor: Russell F. Korte

Neal Chalofsky  
Thomas Chermack  
Bryan Dik







“He who has a why to live can bear  
almost any how.”  
~ Friedrich Nietzsche

**Core Principle 4: BE PURPOSEFUL**

## Carla's Be Purposeful Example

*I seek to live with integrity – a fully integrated life – body, mind, and spirit.*

## The Montana Institute's Example

*We choose to Be Purposeful, leaning into Spirit, Science, Action, and Return.*

# Core Principle #5

## Be Perfected



Be Perfected (not perfect). Model that mistakes aren't equated with identity. Explore ways to be safe enough to grow and improve.







## CORE PRINCIPLE #5

### BE PERFECTED

- This is an attitude of humility (not perfection).
- We are works in progress.
- Being Perfected promotes community.
- Paradox = courage to be imperfect.

# Spectrum of Reasons for Failure – Amy Edmonson

**BLAMEWORTHY**



- Deviance** – *Intentional violation of process*
- Inattention** – *inadvertent deviation from process*
- Lack of Ability** – *lacking skills, conditions, training*
- Process Inadequacy** – *faulty or incomplete process*
- Task Challenge** – *cannot always be executed reliably*
- Process Complexity** – *too many elements*
- Uncertainty** – *lack of clarity about future events*
- Hypothesis Testing** – *trying out a new idea*
- Exploratory Testing** – *trying to expand knowledge*

**PRAISEWORTHY**

Edmonson, A. (April, 2011). Strategies for learning from failure. *Harvard Business Review*

## Carla's Be Perfected Example

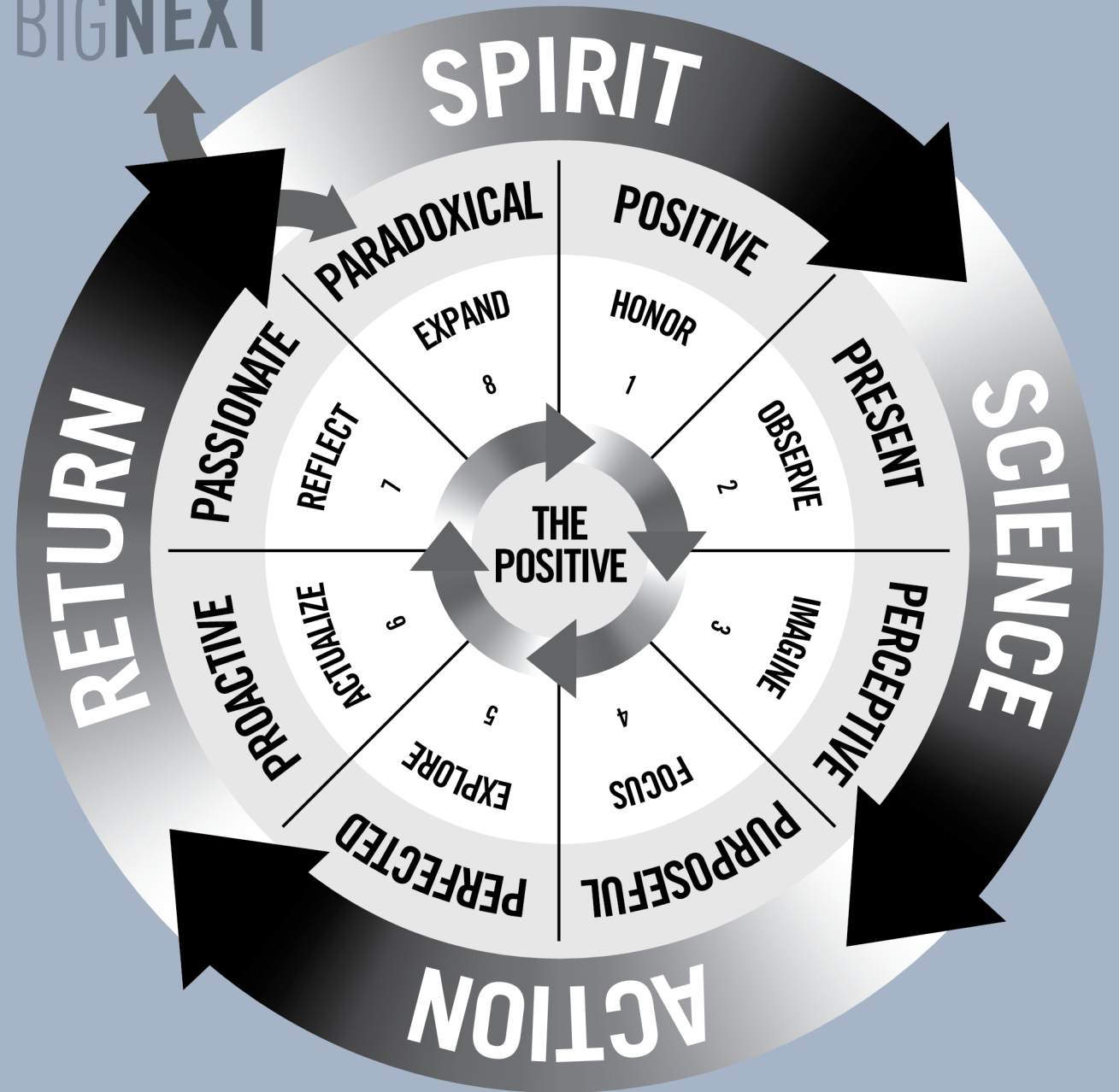
*I embrace the beginner's mindset.*

## The Montana Institute's Example

*We choose to Be Perfected, practicing inclusivity and humility.*

the  
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# Core Principle #6

## Be Proactive

Be Proactive (not reactive).  
Establish workplace cultures  
and processes that actualize  
safety, stability and nurturing.



NOTHING HAPPENED



## Carla's Be Proactive Example

*I create habits and make choices that allow me to live into what I most value.*

## The Montana Institute's Example

*We choose to Be Proactive, seeking effectiveness.*



# Core Principle #7

## Be Passionate

Be Passionate and authentic about positive adult experiences in the workplace, health, wellness, and safety FOR ALL. Reflect and share your joy and energy. Compassion matters.



## Carla's Be Passionate Example

*I discover connections and don't settle for disintegration.*

## The Montana Institute's Example

*We choose to Be Passionate, leading with heart and humor.*

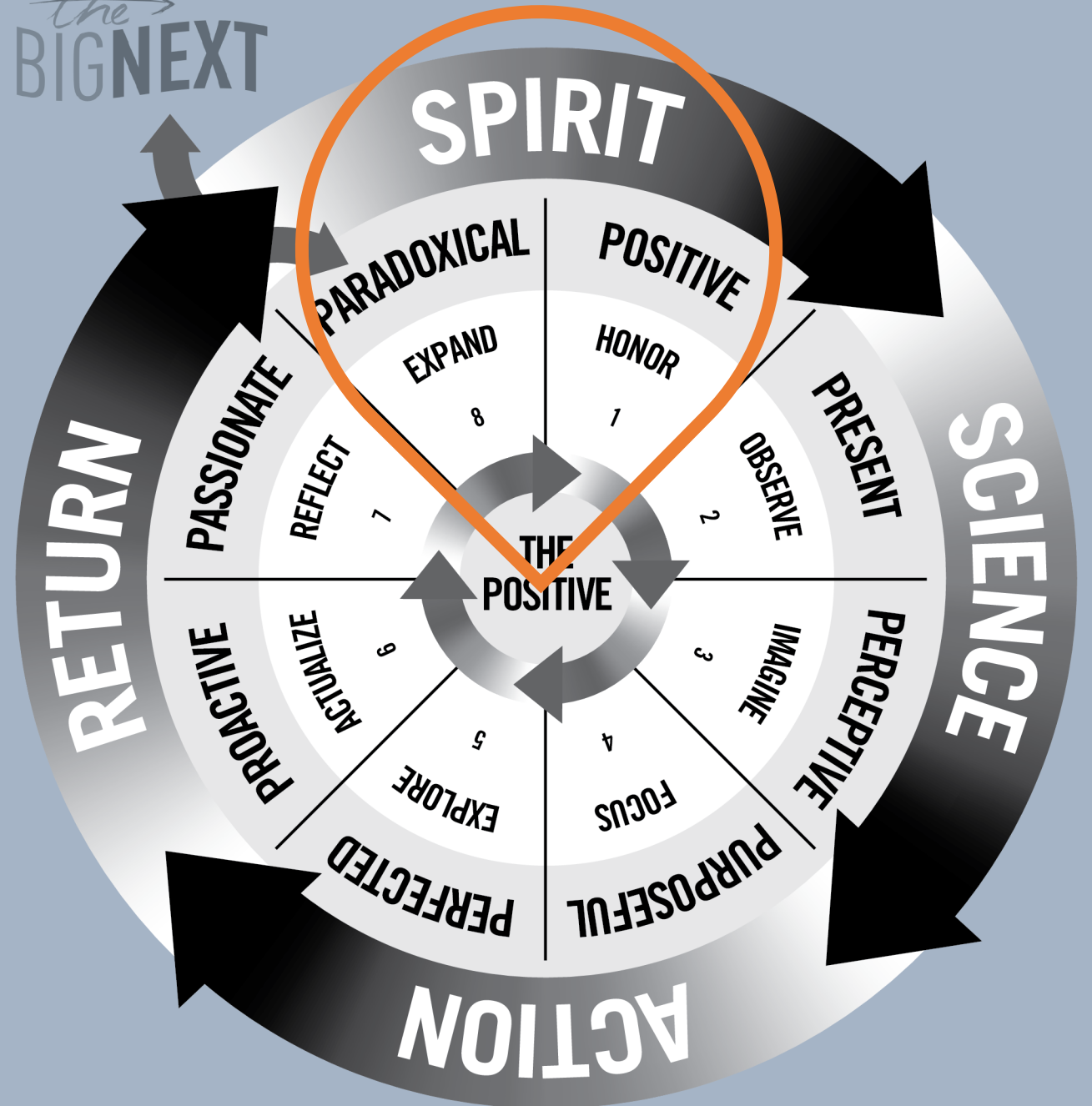


**CBS**  
**EVENING**  
**NEWS**  
WITH NORA H O'DONNELL

WAVE SALE  
FUNDRAISER

the  
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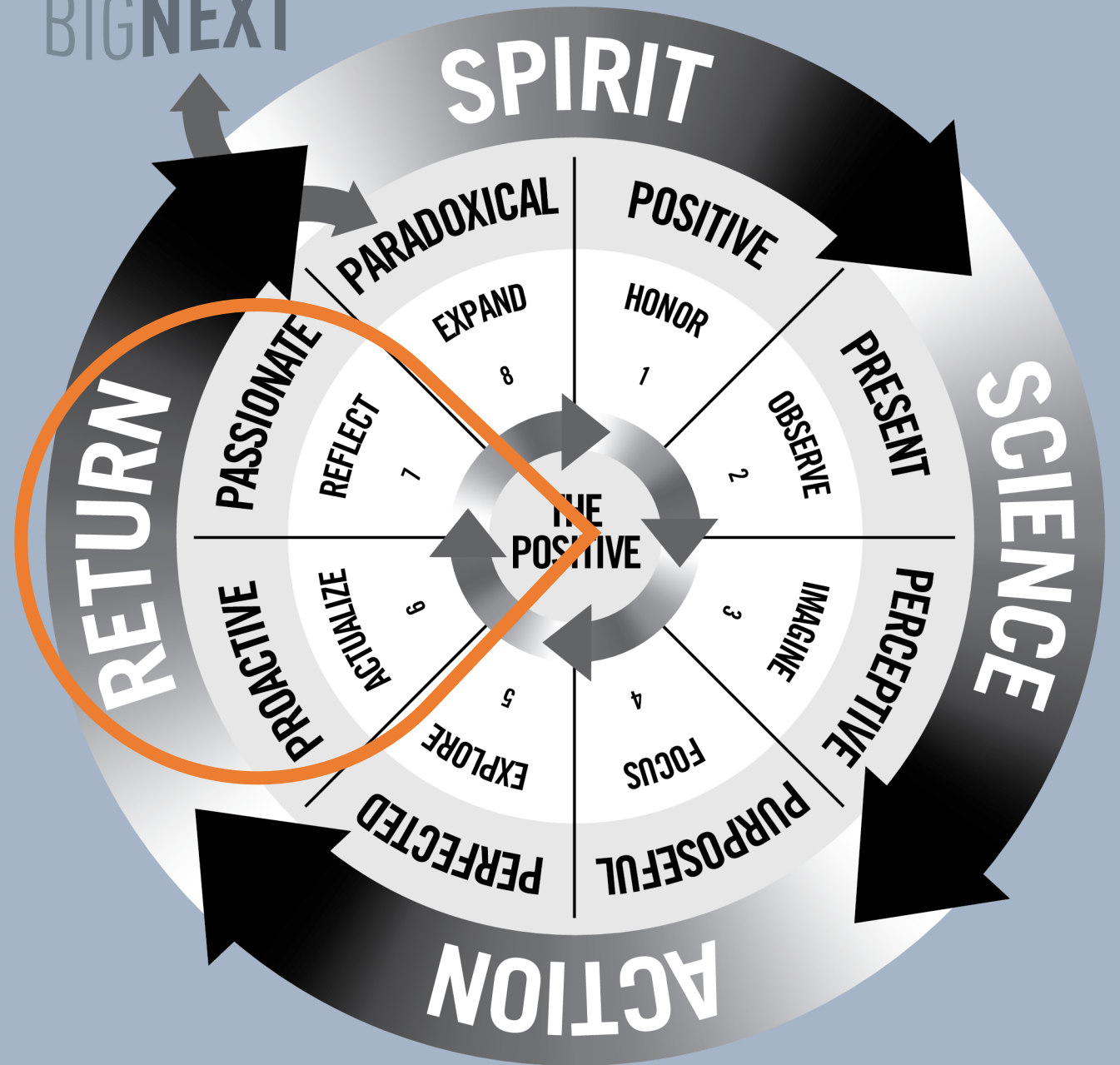


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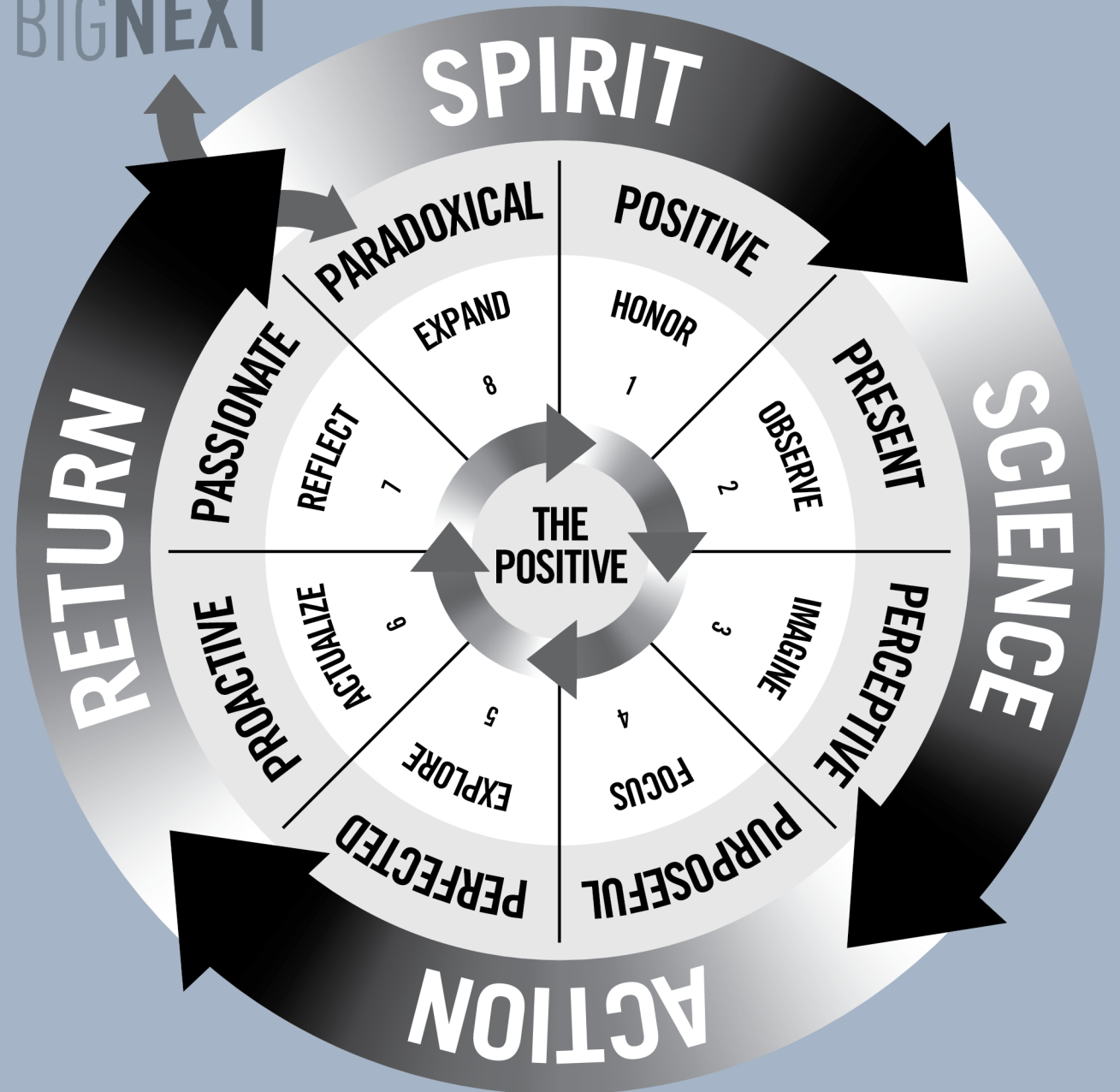


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# My 7 Core Principles

**BE  
POSITIVE**

I light a candle rather than curse the darkness.

**BE  
PRESENT**

I practice keeping my head where my feet are.

**BE  
PERCEPTIVE**

I stay curious and continually seek to ask better questions.

**BE  
PURPOSEFUL**

I seek to live with integrity - a fully integrated life - body, mind & spirit.

**BE  
PERFECTED**

I embrace the beginner's mindset.

**BE  
PROACTIVE**

I create habits and make choices that allow me to live into what I most value.

**BE  
PASSIONATE**

I discover connections and don't settle for dis-integration.

1. Shape my experience
  2. Train my mind
  3. Guide my actions
  4. Direct my reflections
- Navigate Change & Ambiguity
  - Move from Busy to Effective

# The Montana Institute: **7 Core Principles**

We choose to **Be Positive**, focused on growing the good.

We choose to **Be Present**, maintaining curiosity and connection.

We choose to **Be Perceptive**, honoring both hope and concern.

We choose to **Be Purposeful**, leaning into Spirit, Science, Action, and Return.

We choose to **Be Perfected**, practicing inclusivity and humility.

We choose to **Be Proactive**, seeking effectiveness.

We choose to **Be Passionate**, leading with heart and humor.

And finally,

We choose to **Embrace the Paradoxical**,  
growing The Positive to reduce the negative.



# ACTION

How might you apply the Cycle of Transformation and the Core Principles to create conditions for the good to grow in your work/workplace?



# SESSION GUIDELINES

Based upon the Seven Core Principles of the Science of the Positive

1. **BE POSITIVE** - Speak words that encourage.
2. **BE PRESENT** - Be here now. Phones off. Stay engaged.
3. **BE PERCEPTIVE** - See, hear & experience new things.
4. **BE PURPOSEFUL** - Make meaningful connections.
5. **BE PERFECTED** - Dare to improve. Seek a growth mindset.
6. **BE PROACTIVE** - Imagine new ways of being effective.
7. **BE PASSIONATE** - Enjoy this time and share your inspiration.

- New Data
- Pilot Test Billboard
- Strategic Planning
- Grant Funding Opportunities
- Upcoming Training Opportunities

Next Meeting Date? \_\_\_\_\_

# Coalition

Mission: To empower our youth to make positive choices and be alcohol, tobacco and drug free.

## AGENDA

1. Call to order
2. Agenda approval
3. Financial report

## SPIRIT-

- Introductions- What is your one true joy?
- Video- "Embrace Life"

## SCIENCE-

- New Data
- Pilot Test Billboard

## ACTION-

- Policy Progress
- Finalize Communication Plan
- Strategic Planning
- Grant Funding Opportunities

## RETURN-

- Event Review
- Upcoming Training Opportunities
- Next Meeting Date? \_\_\_\_\_

**Spirit**

**Science**

**Action**

**Return**

# RETURN

Don't just do something; sit there.



**What are some of the BIG  
things you heard/felt and  
what are your next two  
steps?**



**What Gives  
You HOPE?**



— THE —  
**MONTANA**  
SUMMER  
INSTITUTE

**EXPANDING THE CIRCLE:**

Creating Space for Hope, Health, and Connection

In **BIG SKY** or **ONLINE: JULY 16-19, 2024**

# Carla Ritz

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