

**JEFFERSON COUNTY
BOARD OF COUNTY COMMISSIONERS**

AGENDA REQUEST

TO: Board of County Commissioners
Mark McCauley, Interim County Administrator

FROM: Apple Martine, Director Public Health

DATE: January 10, 2022

SUBJECT: Jefferson County Public Health Full Day All Staff Retreat – Feb 2022

STATEMENT OF ISSUE:

Addressing workforce burnout of Public Health staff due to long term COVID-19 pandemic response; full day all staff retreat focusing on respite and recovery to reduce burnout, reflect on lessons learned, and envision the future.

ANALYSIS:

JCPH will use this one-time offer of funds to facilitate pandemic recovery efforts in order to strengthen workforce development and begin collaborating on the post-pandemic future of Public Health in Jefferson County.

FISCAL IMPACT:

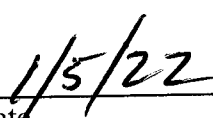
Requesting \$5,788 for venue, catering, presenter fees, and supplies for staff activities.

RECOMMENDATION:

Confirm support for the retreat in the scope and value proposed with the amount requested.

REVIEWED BY:


Mark McCauley, Interim County Administrator


Date

Jefferson County Public Health Retreat Plan – Winter 2022

Purpose:

Jefferson County Public Health wishes to press pause at this juncture in our COVID-19 Pandemic response for a one-day retreat on behalf of the health and wellbeing of our entire staff. We appreciate the BOCC's support of this plan, and encouragement to pursue this. It is never too soon, even amid another variant surge, to turn our attention toward pandemic recovery and future change. The focus on recovery in this retreat includes respite, reflection, and rejuvenation. We will achieve this by gathering together offsite (closing our offices for one day), mixing and mingling staff in new ways to learn more about one another, receiving valuable trainings to nurture skills both professionally and personally, building empowerment through sharing our experiences, and contributing to a collective art project for Public Health's posterity.

Plan:

- Staff size - 65
- Date/Time/Location:
 - Date: Friday February 18, 2022
 - *Note: subject to change to a later date given Omicron surge duration*
 - Time: 8:00am to 4:30pm
 - Location: Fort Worden Commons
 - Fees:
 - Conference room rental – \$700/day
 - Catering two meals – \$1,625 (@ \$25/plate)
 - Presenter fee – Jonnae Tillman \$3,000 @ partial day; Jon Tunheim \$0 @ partial day
 - Audio/Visual set up – \$225
 - Supplies for Team Building Activities:
 - Photo collage – 2 Mini Polaroid Instant Cameras \$138 (@ \$69 each)
 - Time capsule Activity – Public Health Quilt \$100 (fabric, sewing and art supplies)
- Schedule of events:
 - 8-830am Arrival and breakfast
 - 830-900am Welcome & Agenda – JCPH Director and Managers
 - 900-915am Introducing Retreat – Guest: Commissioner Dean's remarks
 - 930-1130am Morning Session – Motivational Interviewing workshop by *Jonnae Tillman* | Seattle-based JTT Training & Consultation
 - 1130am-1200pm – Team building exercise for all staff
 - 1200-100pm – Lunch
 - 100-115pm – Clean up and reset stage
 - 130-330pm – Afternoon Session – Science of Hope/Hope Inspired Communities presentation by *Jon Tunheim* | Thurston County Prosecuting Attorney
 - 330-430pm – Team building exercise for all staff continued

Total Expenditure Request: \$5,788



Motivational Interviewing Training
J. Tillman | jonnae@jtillmantraining.org
Fall 2021

OUTCOMES:

1. Listen for my client's values, concerns, beliefs, and use them as the foundation to build relationship and treatment plan.
2. Ask open-ended questions that engage clients in the process of change.
3. Practice and strengthen reflecting back before replying or responding immediately, thus avoiding ineffective "ping-pong-style" conversations.
3. Provide education and recommendations in an effective style that keeps clients interacting.
4. Increase my clients' confidence by affirming strengths, rather than offering praise.

TRAINING GOALS:

1. Recognize **barriers** I unintentionally create in conversations.
2. Describe ways to **reduce client resistance** and disengagement.
3. Identify **Change Talk** in written and recorded examples.
4. List **Open-ended questions** that I can use in my work with clients.
5. Practice **Open-ended questions** and **Reflective Listening** *that evoke Change Talk*.
6. Demonstrate an understanding of the **Spirit** of M.I. in live practice.
7. Compare and contrast the impact of common "helping styles," through small group and paired practice.
8. Recognize the difference between **Affirmations** and Praise.

Understanding and Practicing the Spirit of Motivational Interviewing

M.I. training days will progress from basic understanding to more advanced communication/listening skills and strategy. Underlying all of the skills and strategies is a belief, an attitude, a core intention about working with people. This is called the “Spirit” of Motivational Interviewing. This “way of being with people,” has a significant impact on outcomes.

Tools, assessments, education and resources can evoke resistance when the intention is to “fix” a parent or family. At its heart, the spirit of M.I. is one of true partnership, of shared expertise, of moving in a common direction, at a comfortable pace. Simply “believing in” partnership and empathy is not enough.

M.I. skills are measurable and observable and have shown an impact on behavior and health outcomes on six continents.

Trainings “over-time” provide staff with opportunities to observe, discuss, write and practice the Spirit and Skills of Motivational Interviewing. Over-time training:

- Focuses on the Spirit of M.I. and introduce the concept of Change Talk, as well as the skills of M.I., focusing on Open Questions and evoking Change Talk.
- Expands and deepens core skills, while having participants maintain the “spirit” as they practice skills; with a focus on Reflective Listening. Participants are also introduced to specific strategies for giving information and recommendations while maintaining partnership and engagement.
- Integrates spirit and skills of MI through observation and practice, while integrating forms, documents, policy and protocols and using Affirmations and Summaries to guide conversations.



Jonnae Tillman is in her 20th year as a trainer, researcher, and consultant in Motivational Interviewing (M.I.). and is a member of MINT (Motivational Interviewing Network of Trainers), an international organization committed to research, training, and practice. Dr. Tillman is the former Clinical Director of University of Washington's Innovative Projects Research Group (IPRG), where she provided M.I. training, supervision and fidelity adherence for research with military personnel/adult/adolescent marijuana dependence and alcohol abuse. Jonnae has also written online CE courses for M.I. and Type 2 Diabetes Primary Care.

Jonnae received her DNP (Doctor of Nursing Practice/Psychiatric MSN) from Seattle University, as well as undergraduate degrees in psychology and addiction medicine. She has trained and coached emergency department practitioners at NYU/Bellevue Hospital, Miami's Jackson Memorial, and Massachusetts General in Boston. Dr. Tillman also teaches M.I. as Adjunct Faculty for Seattle University's graduate nurse practitioner program. She now designs trainings for Nurse Family Partnership, Washington State Department of Corrections, Migrant Head Start, and domestic violence prevention agencies.

Jonnae regularly presents at national and international conferences, presenting on topics like "M.I. in 'e-Health' Interventions at the ICME research conference in Venice, Italy; and "M.I. in Healthcare: Brief Interventions" at the MINT conference in Sheffield, England. She lives in Edmonds with her two gigantic, muddy Labradors.

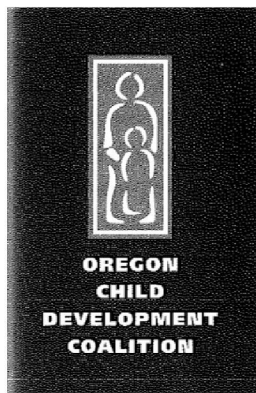
EXAMPLE SCHEDULE:

PROGRAM SCHEDULE

Wednesday—April 3, 2013

- 7:30 Registration
- 8:00 **Welcome and Overview**
- 8:05 **Why Don't Patients Just Do What We Say?**
- Motivational interviewing: What is it? Why would I use it?
How does it work?
 - Live demonstration
- 9:05 Break and Exhibits
- 9:15 **It's Not About Being Nice**
- Measurable and observable skills of motivational interviewing
- 10:30 Break and Exhibits
- 10:45 **Change Talk: The Intersection of Science and Art**
- Eliciting the patient's desire, ability and reasons for being healthy
 - Identifying, eliciting and responding to change talk
- 12:15 Lunch (provided) and Exhibits
- 1:00 **Giving Information and Recommendations without Triggering Resistance**
- Strategies for educating and providing meaningful advice
- 1:30 **Strengthening Patient Confidence: Praise vs. Affirmation**
- 2:00 Break and Exhibits
- 2:15 **How Motivational Interviewing Can Change Your Healthcare Setting**
- Comparison of a clinic with and without motivational interviewing
- 2:45 **Putting Motivational Interviewing Skills into Practice**
- Listen, watch, write and do
- 3:55 Stretch Break
- 4:00 **Ask, Resist, Affirm, Consider**
- Integrating motivational interviewing into your practice today
- 4:30 **Evaluation**
- 4:40 Adjourn

References:



**Hood River/
Wasco Counties**
1300 W. 9th Street
The Dalles, OR 97058-1063

7300 Clear Creek Rd
Parkdale, OR 97041

Jackson County
265 N. Main Street #1
Ashland, OR 97520-1701

USDA-Medford
1345 Center Drive, Suite F
Medford, OR 97501

Jefferson County
659 NE "A" Street
Madras, OR 97741

Klamath County
4509 S. 6th Street, Suite 101
Klamath Falls, OR 97603

Malheur County
482 SE 3rd Street
Ontario, OR 97914

Marion County
PO Box 263
1014 Newberg Hwy
Woodburn, OR 97071

Clackamas County
13700 S Freeman Rd
Mulino, OR 97042

Multnomah County
2727 SE Anderson Rd
Gresham, OR 97080

Polk/So. Marion Counties
PO Box 370
1610 Monmouth Street
Independence, OR 97351

Umatilla County
403 Peabody Street
Milton-Freewater, OR 97862

Washington County
1389 S. Dogwood Street
Cornelius, OR 97113

OCDC Warehouse
26277 SW 95th Ave Ste 400
Wilsonville, OR 97070
tel 503.570.6118
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OREGON CHILD DEVELOPMENT COALITION
ADMINISTRATIVE OFFICE
9140 SW Pioneer Ct. Suite E P.O. Box 2780 Wilsonville, OR 97070
tel 503.570.1110 fax 503.682.9426 www.ocdc.net

April 11, 2019

Since 1971 Oregon Child Development Coalition has been embedded in 12+ counties in Oregon, as a community-based Migrant, Seasonal, Tribal and State-based Head Start grantee. Oregon Child Development Coalition serves over 4,048 children in a year, and employees up to 1,100 staff. Many of the most talented and dedicated staff were once parents of children who attended Oregon Child Development Coalition, which furthers the positive and community-based impact Oregon Child Development offers in Oregon.

Part of Oregon Child Development Coalition's mission, vision and values is to be a culturally and linguistically responsive service provider with an emphasis on building strong and equitable relationships with parents and caregivers. Oregon Child Development Coalition specifically sought out Jonnae Tillman to create a Motivational Interviewing training module for staff and supervisors that would align with Oregon Child Development Coalition's mission, vision and values.

Jonnae Tillman has been delivering Motivational Interviewing in Early Childhood Settings training, and providing direct practice and organization consultation for Oregon Child Development Coalition for the last 10 years. The past three years Jonnae has dedicated three full days of training, twice per year, to all staff who are interested in building their skill-set and capacity for Motivational Interviewing. Staff come with varying levels of experience; bus drivers, family advocates, program directors, teachers, supervisors and t/ta providers. The feedback is consistently and unanimously positive, in fact several staff request to take the training more than once!

The positive feedback from staff has set into motion an organizational commitment to set aside staff training and professional development hours for Motivational Interviewing in Early Childhood Settings training. In 2017 Oregon Child Development Coalition created a pathway for a family advocate credential, per requirement of Head Start. Motivational Interviewing in Early Childhood Settings is one of the required trainings for the family advocate credential. Oregon Child Development Coalition is now beginning to track the data on staff professional development, skills acquisition and outcomes for parents served by Oregon Child Development Coalition. We expect that data to confirm our anecdotal evidence; MI builds professional skills and confidence to genuinely join with families to sustain resilience and family well-being.

Signed,

Donalda Dodson, RN/MPH
Executive Director

CULTIVATING OUR CHILDREN'S FUTURE
*Partnering with Communities for the Growth
and Independence of Family*

CULTIVANDO EL FUTURO DE NUESTROS NIÑOS
*Colaborando con Comunidades para el Crecimiento
e Independencia de la Familia*



Carolyn Sola
Director
Early Head Start
Eastern Washington University
202 E. Spokane Falls Blvd. #202
Spokane, WA 99202

Jonnae's leadership has been instrumental in helping Eastern Washington University to increase the capacity of its Early Head Start organization to transform the lives of low-income pregnant women, infants and toddlers through the application of Motivational Interviewing in its practices with parents and families.

As the Director of Eastern Washington University's Early Head Start, I contracted with Jonnae to provide training and consultation regarding how to imbed the spirit and practices of Motivational Interviewing into multiple levels and functions of our organization. The capacity of our organization to help low-income families with multiple risk factors (poverty, disability, mental illness, foster care, developmental disability, substance abuse) make positive changes in their lives and the lives of their children has increased substantially over the past 6 – 7 years,

and the catalyst for that growth has been Jonnae Tillman.

Jonnae is a gifted trainer who is quickly able to demonstrate to participants the benefits of learning how to establish and practice Motivational Interviewing strategies. Additionally Jonnae has worked collaboratively with our program's leadership teams to design and implement management and supervisory practices that support the use of and continued development of Motivational Interviewing skills.

The results have been transformative to the EWU EHS program.

Parents articulate that they feel more engaged in the program and are better equipped to help their children be better prepared for success in school. Families express an increased feeling of respect and dignity from program staff. Staff members express reduced professional stress in working with families...they don't have to be able to solve every problem because they are able to tap into the deep resources and intrinsic motivation that every client carries with them.

Jonnae exhibits a passion for all human beings and a desire for them to live with dignity and health. Her authenticity inspires others to be authentic and her humility encourages others that they too can help themselves and others make changes in their lives.

Carolyn D. Sola Director

FROM: Martha DuHamel, MPH
Former Assistant Dean for Continuing Nursing Education
University of Washington School of Nursing

RE: Recommendation for Jonnae Tillman

Jonnae has worked with the University of Washington Continuing Nursing Education (UWCNE) program for over a decade on continuing education initiatives related to motivational interviewing (MI).

Throughout these years it has truly been an honor to work with her. Simply put, she is a stellar educator and expert on motivational interviewing who is passionate about sharing her clinical expertise with colleagues in health care both for their benefit and that of their patients. She is incredibly generous with her time, accepting every invitation to teach for continuing education audiences, whether for one hour or a full day. She brings with her an infectious enthusiasm and keen interest in how to best maximize each teaching opportunity and translate motivational interviewing research into everyday clinical practice.

Since 2004, Jonnae has been a speaker in 17 UWCNE local, regional and national conferences. She is exceptionally skilled in teaching large audiences (typically rooms of 100+ experienced interdisciplinary healthcare professionals) strategies for incorporating motivational interviewing skills into their practices. These audiences have included advanced practice nurses at our *Annual Pacific Northwest National Conference on Advanced Practice in Primary and Acute Care* (2005-07, 2012-13), ambulatory care nurses at the *Annual Pacific Northwest Ambulatory Care Nursing Conference* (2004, 2007, 2013-14); med-surg nurses at the annual *Update in Medical-Surgical Nursing* (2013); and interdisciplinary audiences (nurse practitioners, clinical nurse specialists, staff nurses, school nurses, social workers, counselors, case managers, physician assistants, nurse educators, administrators, dietitians, etc.) at the annual full day conference, *Motivational Interviewing: Successful Patient Engagement and Activation for Busy Healthcare Settings* which she has taught for the past three years (2013-15).

Here are a few representative comments that participants have written about Jonnae. I could have included hundreds more just like them!

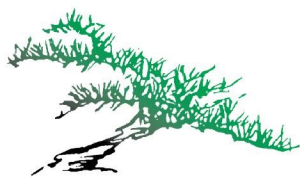
- *Jonnae was the best speaker ever! She was so engaging and interesting. I was amazed at how she remembered people's names and comments throughout the day. I would take a conference from her ANY DAY!*
- *Jonnae did a great job of engaging the group. She seemed very knowledgeable and passionate about the topic of motivational interviewing. I appreciated her expertise and her humor. I learned so much about motivational interviewing that I can use in my daily practice*
- *Jonnae was a fantastic teacher. She obviously knew her stuff and used great examples, stories and a lot of humor to impart her wisdom. The class exceeded my expectations, and I was engaged all day.*

- *Jonnae is a seasoned and dynamic speaker. Everything she did with the group and said to us was with purpose! Excellent day.*
- *This was the most beneficial conference I have been to. The practice sessions elicited some vulnerability within me but it was initiated with support and understanding and it was very, very helpful to experience motivational interviewing and not just be lectured to.*
- *Jonnae was very knowledgeable about the subject. I have attended several trainings on this subject and this one was the most grounded in science and instructive on how to implement the technique in practice. She was a very dynamic speaker.*
- *Jonnae is clearly an expert. She uses examples and doesn't talk "at" her audience, she converses "with" them.*
- *Awesome class! I would recommend this class to all providers taking care of patients in all disciplines. I have recommended it to my entire team.*

Additionally, here are two examples submitted by participants several weeks after attending Jonnae's conference that illustrate just how significantly her teaching impacts practice.

- *I noticed an immediate difference in my interactions with patients. The next day, I realized that I was talking significantly less, and my patients were revealing significantly more! In the words of one of my patients, "Thanks for taking the time to work things out with me. I appreciated the back and forth dialogue, not just someone telling me what to do."*
- *I was seeing a patient for back pain who has a lot of anxiety about his life in general. He began to talk about all of the things he is anxious about and, in the past, I would have tried to steer the conversation back specifically to his back pain, but instead I continued to let him talk and only interjected to ask simple questions like, "How might you be able to change that?" etc. In the end, I believe he felt heard and was able to come to some conclusions on his own that I think will be very helpful for him in the long run. Thanks for giving me a new perspective to not always feel I need to solve the patient's problem.*

Participating in continuing education takes a great deal of time. It requires assessing one's own knowledge and expertise and being willing to share that expertise with others. The time and effort involved rarely gets the recognition it deserves, despite the difference it makes in patient care and in the lives and work of professionals who attend. For these reasons, it is truly an honor to commend Jonnae for her outstanding efforts in teaching clinicians about motivational interviewing. She has touched thousands of people through our organization alone and I know she has also done this through many other organizations with which she shares her time, talent and passion. Jonnae is a gem.



Evergreen Treatment Services

Transforming the lives of individuals and their communities through
innovative and effective addiction and social services

COLLABORATION

COMPASSION

DIVERSITY

EMPOWERMENT

HOLISTIC

INNOVATION

INTEGRITY

I met **Jonnae Tillman** in mid-2014 when she agreed to take on the role of an interventionist for a multi-site clinical trial testing overdose/naloxone distribution intervention. My organization was one site for this National Institutes on Drug Abuse (NIDA) funded project. As the Site PI, I managed all Project OOPEN operations within our facility, and I was fortunate enough to work with Jonnae in this capacity.

ETS serves approximately 1,500 individuals struggling with opioid use disorders. Over 40% of our population is homeless/not stably housed, and our organization has expanded by 50% in the past year in order to attempt to accommodate the heroin epidemic. Given these conditions, ETS can be simultaneously exciting and very stressful. Research staff - like Jonnae - occupy a unique niche in our system: they are “outsiders”, in that they are not employed by ETS and their work is ancillary to the primary mission. However, they work directly with our patient population and need to integrate with the larger staff, all while maintaining the integrity of the science. Jonnae was particularly impressive in the way she integrated herself into the clinical innerworkings of our setting. It was clear that she not only had an interest in the task at hand, but that she also had wider interests in agency functioning, as well as her own professional and personal growth. Jonnae was quick to consult, ask questions, and had a healthy curiosity and interest in enhancing patient outcomes. Unfazed by the energy and occasional chaos of our facility, Jonnae brought with her positivity and peacefulness to the milieu, and she navigated tricky clinical and personnel situations gracefully and expertly.

Beyond the skills, experiences and attributes I describe above, I truly enjoyed getting to know and spending time with Jonnae. She is engaged in a variety of social issues, making her an interesting and well-rounded colleague. Jonnae possesses the skill and stamina to excel in your graduate program, and I recommend her highly. Please don't hesitate to follow up with me if you have questions.

Sincerely,

K. Michelle Peavy, PhD, Licensed Clinical Psychologist and Research/Training Manager

Monica Henry
Lower Elwha Klallam Tribe
Social Services Director
3080 Lower Elwha Road
Port Angeles, WA 98363
monica.henry@elwha.org
Phone: (360) 565.7257, ext 7451



I am the Social Services Director for the Lower Elwha Klallam Tribe and I first had the pleasure of meeting Jonnae when I attended a Motivational Interviewing (M.I.) training that she facilitated for the Quileute Tribe. I was so impressed with her expertise in motivational interviewing, her passion for the work and her excellent facilitation skills that I contracted with Jonnae to provide M.I. training for social services staff at the Lower Elwha Klallam Tribe. The training was very well-received and staff were able to put to use the skills that they gained from this training not only in the work environment with their clients but also in their personal lives. There were approximately 15 staff who participated in the training and I only received positive feedback. That is incredibly rare. Everyone was very impressed with her knowledge and in the manner in which she presented the information. She is very professional but friendly and approachable. Her style encourages everyone to participate, even those who are generally hesitant to do so.



Denise Walker, PhD

Jonnae **assessed training needs, wrote training manuals**, and developed personalized skill-building practices for our teams. She provided on-going assessments of strengths and weaknesses of staff skills helping staff to maintain strong practice and avoiding drift.

Jonnae **measured the fidelity** of our brief interventions and created specialized tools of measuring fidelity specific to our projects. She coded/scored over 2,000 hours of interactions for our 3 studies. You will not find many people who have that level of experience using fidelity tools.

In addition, her ability to **translate the science of measuring fidelity into understandable, usable language** for our staff made supervision effective, efficient and enjoyable for staff. Jonnae is in the unique position of having both **clinical and research experience with adolescents**, as well as over a decade of experience training providers in Motivational Interviewing. She comes with the highest recommendation from our program.

Definition/Essential Elements of Motivational Interviewing

- MI is a particular kind of conversation about change.
- MI is collaborative (not expert-recipient, person-centered, a partnership, honors autonomy.)
- MI is evocative; we ask for the person's own motivation and commitment.

The Skills of MI (OARS)

Open-ended questions

Affirmations

Reflective Listening

Summaries



SPIRIT of M.I. (P.A.C.E.+)

the approach & style (without the Spirit, it's not MI)

Partnership

Genuine partnership - curious spirit / two experts

Acceptance / Avoid Fixing

Not problem-solving and trying to fix

Collaborative:

Active collaboration and joint decision-making process

Evocative:

Not giving what they lack: advice, skills, insight, knowledge.

But evoking what they already have, and linking goals, values, aspirations and dreams to behavior change

+ Honors autonomy:

Ironically, it is acknowledging the other's right and freedom not to change that sometimes makes change possible. Involves caring detachment from outcome – not a lack of caring

4

Ways to begin practicing

ASK one open-ended question that elicits Change Talk.

In what ways are you feeling confident now?

How would you like to feel better?

How would this make life better?

What ideas do you have ?

What would be helpful, as you move forward?

RESIST the temptation to fix or to offer suggestions or advice. Ask people what ideas they have or what they have tried before. (You could even ask what ways wouldn't work for them!)

AFFIRM the struggles the people are going through, the attempts they have made and the feelings they have about making changes.

Acknowledge these in a real, meaningful way.

CONSIDER an interaction with two experts. You: the expert of science, knowledge, research, tools, resources and your experience. Your clients: the expert of themselves, their families, their values, their experiences and how these changes will work best in their unique lives.

Training Fees:

All trainings are tailored for multiple levels of knowledge & experience, includes all planning with administration/managers to match the needs of specific populations and topics.

Training/consultation can include how to use M.I. in intake, home-visits, remote appointments, goal setting, planning, phone calls, and team collaborative planning. All trainings include discussions about MI and trauma-informed care, and diversity in care.

Training can include as many participants as can fit comfortably and includes all material, planning, evaluation, and pre/post-training consultation. Currently all trainings are offered remotely via Zoom.

Partial day \$3,000

Full day \$4,000

Hope Inspired Communities

Applying the science of hope for
positive community change



Jon Tunheim
Thurston County Prosecuting Attorney



*“Everything that is done in
the world is done by hope.”*

- Martin Luther

Hope Theory



- Positive psychology
- Hope derives from our instinctive desire to think about and set goals for the future
- It is the belief that the future can be better and that we have influence to make it so
- Hope is a theory of change – creating a better future

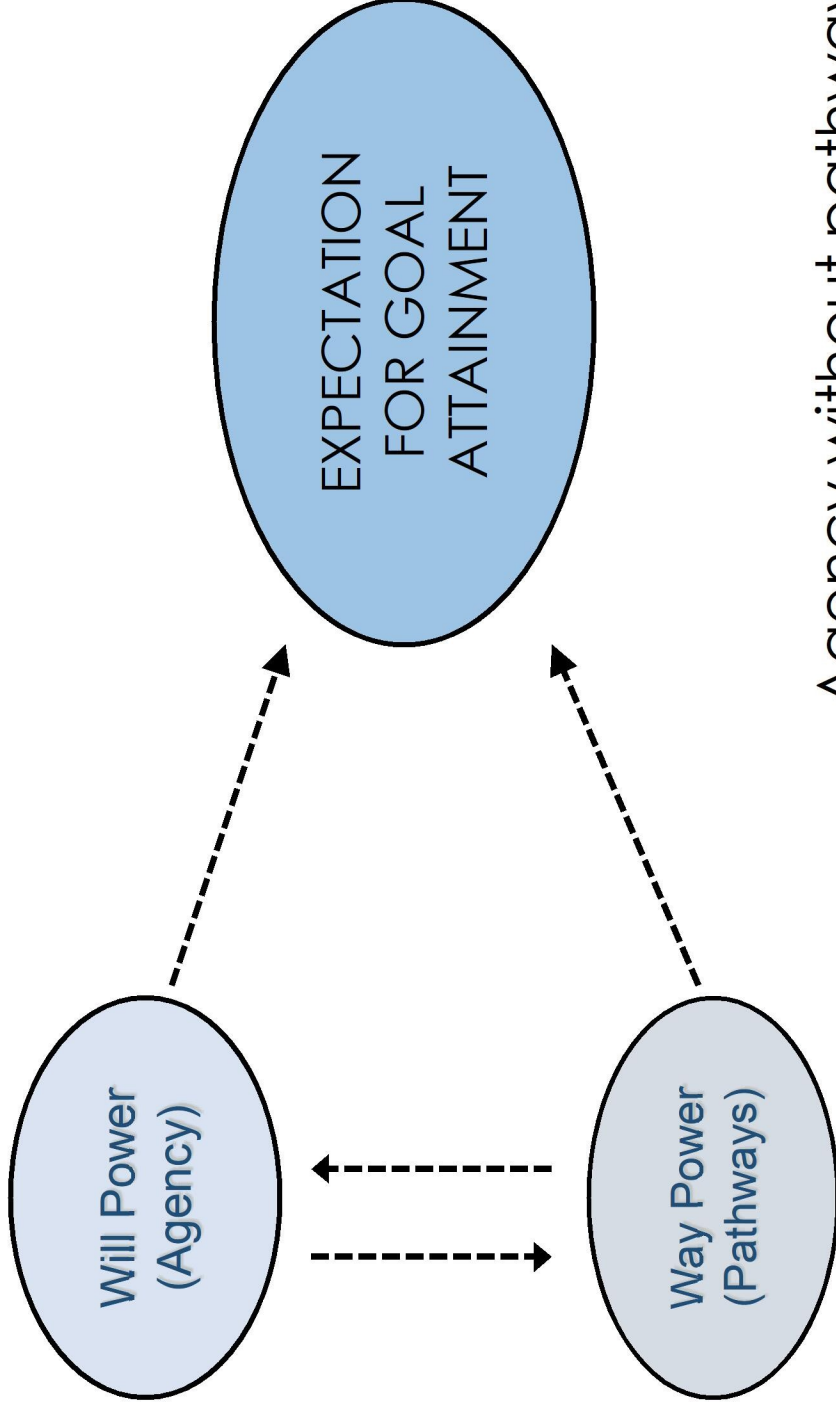
Elements of Hope



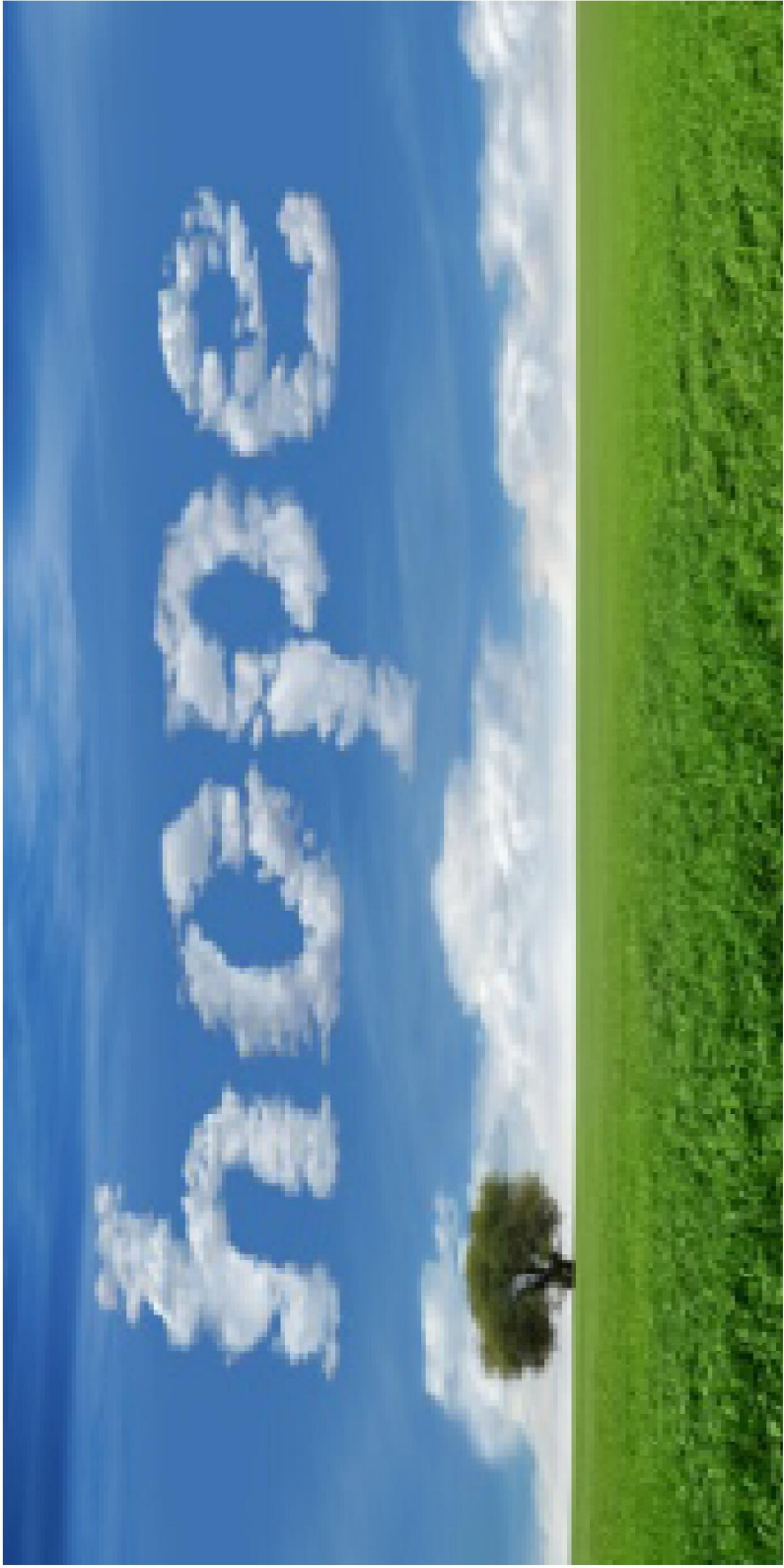
- **G**oals for the future
- Viable strategies (**P**athways) to achieving goals
- Willpower (**A**gency) to direct energy toward pursuing these goals



HOPE THEORY

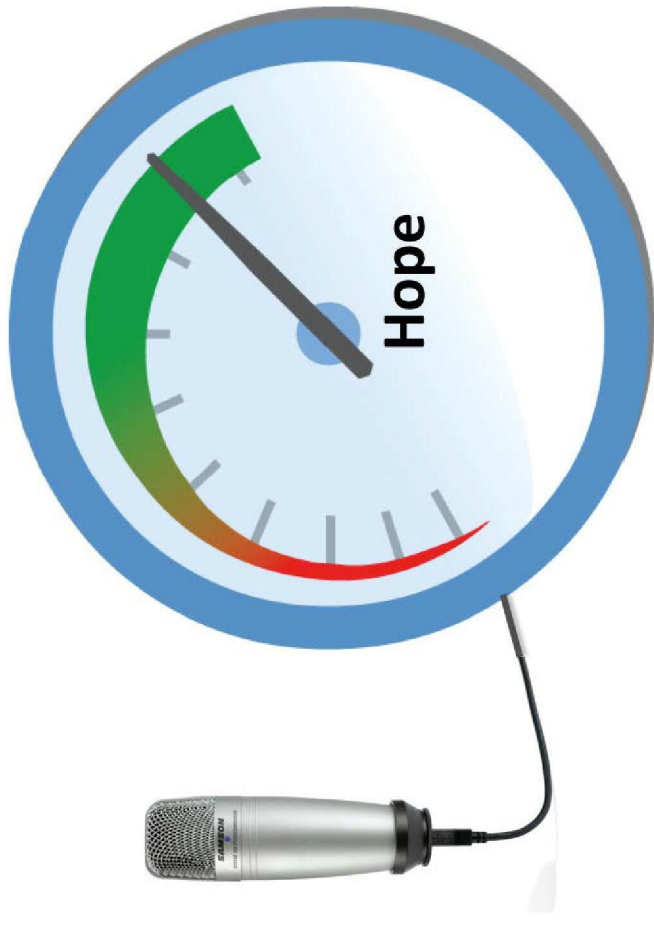


Agency without pathways is a wish



- Hope is universal across race, gender, culture, sexual orientation, etc.
- Hope is **not** related to income, social status, intelligence, or morality
- Hope skills can be taught and learned
- Hope is contagious

Measuring Hope



- Adult and Children's Hope Scale
- Adult Hope Scale – Dr. Rick Snyder

Why Hope?



•Education

- Higher academic performance (K-College)
- Lower absenteeism (1/2)
- Better predictor of success than the ACT, SAT and GPA

•Work

- Lower unplanned absences from work (4X)
- Higher productivity (1 day/week)
- More open to organizational change
- Reaching goals more often and sooner
- More resilient to stress, vicarious trauma and compassion fatigue
- Higher profits and lower employee turnover

Why Hope?



•Health

- Increased healthy behaviors
- Follow treatment plans and take medication
- Higher pain tolerance
- Reduces impacts of PTSD
- Lower depression
- Lower mortality rate

•Happiness

- Leading predictor of satisfaction and happiness in life

Hopelessness

HOPE

Anger

Emotional reaction when goal is profoundly blocked

Despair

Overwhelming sense of futility

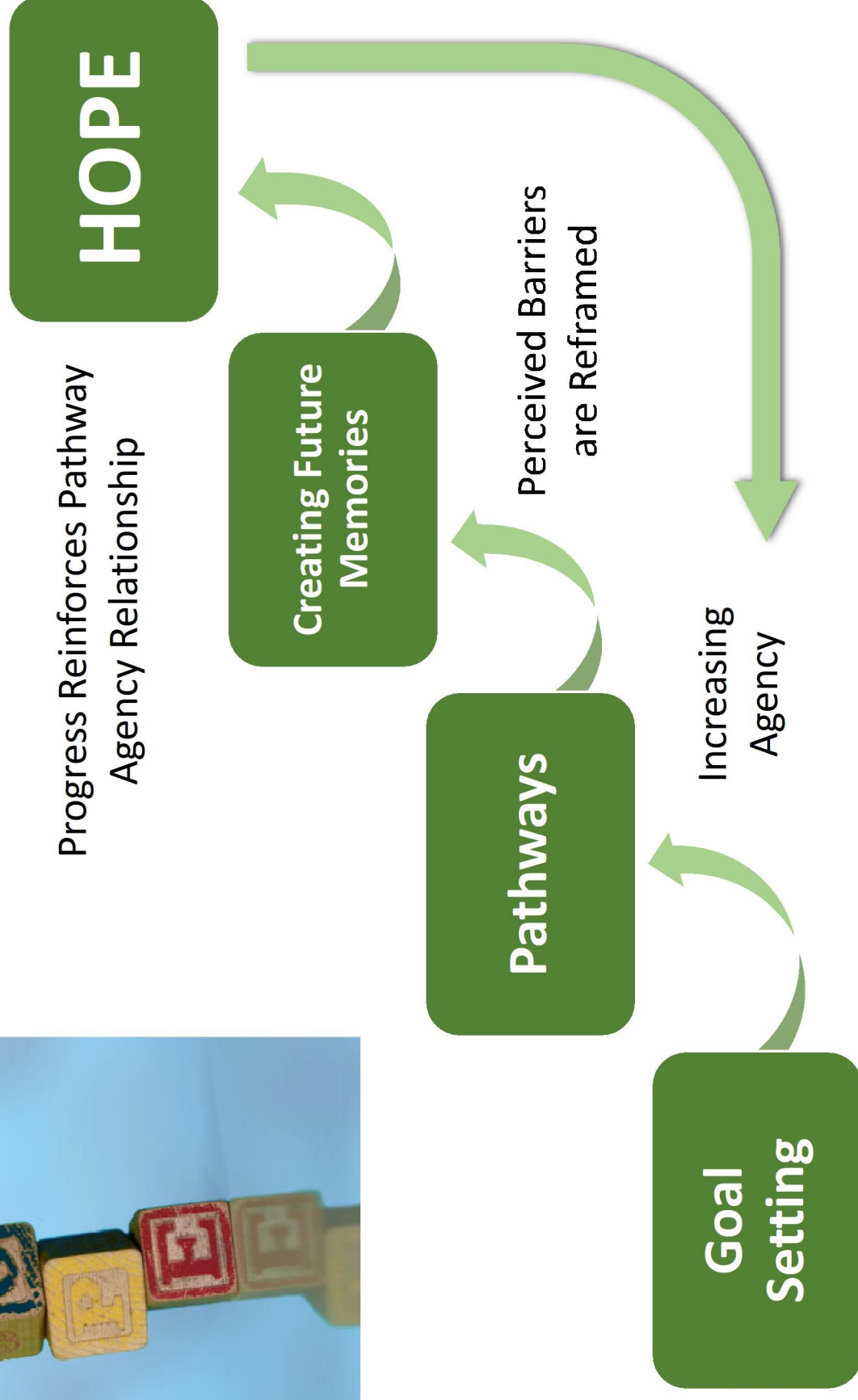
Apathy
(Hopeless)

Complete loss
of motivation





Building Hope



Hope Inspired Leadership



Hope as a personal philosophy



- Be visionary
- Focus on improving the future
- Be mindful of your own goals – focus on finding meaning and purpose
- Think strategically, be innovative and solve problems (pathway thinking)
- See the world through a hope lens
- Servant-Leadership

Inspiring Hope



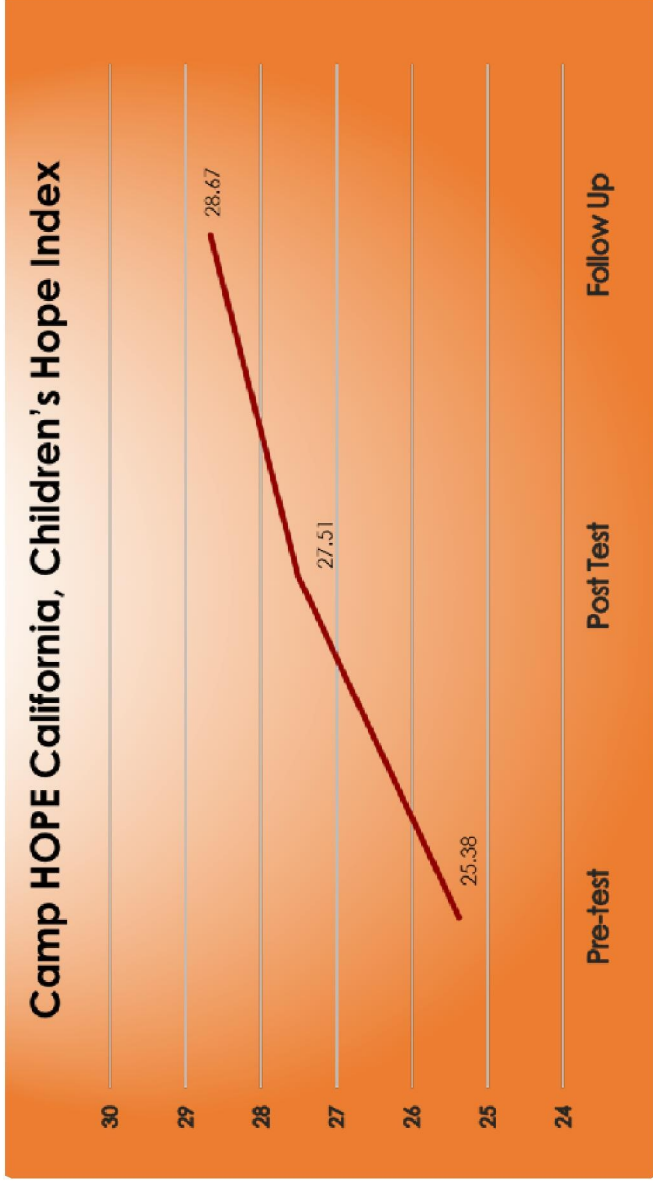
- Defining Leadership
- Build relationships
- Listen for goals
 - Clarify as needed
 - Determine motivation (meaning and purpose)
 - Build a future memory
 - Don't impose goals – look for alignment
- Find pathways/anticipate barriers together
- Affirmation
- Motivational Interviewing
- Building a hopeful culture



Hope Inspired Community

A Vision for Community Improvement

Camp Hope



- Summer camp for kids who experienced DV in the household
- Average age = 11
- Approximately ½ male and ½ female
- Average ACE score 6.7
- Hope scores assessed before and after camp
- Significant increase in belief they can achieve dreams, sense of belonging and hope
- Camp hope is coming to Thurston County!

Thurston Thrives



- Public health initiative
 - Collective Impact
 - Action Teams – Clinical care, community design, climate and clean air, economy, education and resilience, environment, food, housing, public safety and justice
- Strategic maps
- Thurston Thrives Coordinating Council
- Community Investment Fund

Project Hope

- Engage
- Assess
- Plan
- Execute
- Assess
- Adjust
- Sustain





“Everything that is done in
the world is done by hope”