

## For Leaders:

### What is your commitment to building hope in your workplace?

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*“...research suggests that entire organizations can take on the personality of the executive and be influenced by his or her behavior.”*

Anne Wilson Schaeff and Diane Fassel  
*The Addictive Organization*

- I believe the health of the workforce is as important as the services we provide.
- My current understanding of hope/resiliency concepts is sufficient for committing and defending the allocation of staff-time and resources to activities which will build a hopeful work culture.
- I possess a significant enough pool of personal resiliency to commit to the tasks of creating a more hopeful workplace.
- I can design my own workday in a way that supports personal resiliency.
- I am modeling the hope and resilience behaviors that I expect from the people I supervise.
- I believe I have the authority to design, with other employees, a workplace culture that supports hope and resiliency.
- I have the leadership skills necessary to support staff in creating and implementing these activities.