Making Ripples: How Hope and Wellbeing Promote Academic Success

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Strengths development leads to hope and engagement which, in turn, lead to wellbeing and academic success.

Hope and engagement work independently and interdependently to produce positive outcomes.

People with high wellbeing have more success than people with low wellbeing. Wellbeing drives success.
Gallup Student Success Model

- Strengths
- Hope
- Engagement
- Wellbeing
- Academic Success
Strengths
57 middle school students participated in chat groups
198 high school students received 1 on 1 feedback
62 college freshmen completed 3 mentoring sessions
Gallup Student Success Model

- Strengths
- Engagement
- Hope
- Wellbeing
- Academic Success
Hope
<table>
<thead>
<tr>
<th></th>
<th>Low Hope</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dismissed</td>
<td>18</td>
<td>5</td>
</tr>
<tr>
<td>Withdrew</td>
<td>17</td>
<td>21</td>
</tr>
<tr>
<td>Still Enrolled</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td>Graduated</td>
<td>29</td>
<td>39</td>
</tr>
</tbody>
</table>
Enrollment – predicted by hope

GPA – predicted by hope, academic self-efficacy, engagement

Graduation – predicted by hope
Gallup Student Success Model

- Strengths
- Engagement
- Hope
- Academic Success
- Wellbeing
Wellbeing
Five Wellbeing Elements

- **Career Wellbeing:** How you occupy your time; liking what you do each day
- **Social Wellbeing:** Relationships and love in your life
- **Financial Wellbeing:** Managing your economic life to reduce stress and increase security
- **Physical Wellbeing:** Good health and enough energy to get things done daily
- **Community Wellbeing:** Engagement and involvement in the area where you live
Five Wellbeing Elements

- **Career Wellbeing:** “I like what I do each day.”
- **Social Wellbeing:** “I have a lot of love in my life.”
- **Financial Wellbeing:** “I have enough money to do what I want to do.”
- **Physical Wellbeing:** “My physical health is near-perfect.”
- **Community Wellbeing:** “I can’t imagine living in a better community than the one I live in today.”
Gallup Conceptualization of Youth Wellbeing

Wellbeing

Objective

Achievement
Graduation
Health
FARL/HHI/PI

Subjective

Academic Affairs/
Career and Employment
Services/Business

Financial Aid/
Endowment/Alumni

Service/Leadership

Activities/Faith/Greek/
Local Town

Intramural/
Recreation Services/
Athletics
Career Wellbeing

- Using strengths
- Interesting and meaningful activities
- Achieving goals
- Leader who motivates

Current State: Just 31% have high Career Wellbeing; those who do are more than 4.5 times as likely to be “thriving” in life. Those with high Career Wellbeing are able to enjoy workdays nearly as much as they enjoy evenings and weekends. Only 20% of people truly like what they do each day.
# The Role of Organizations in Driving Wellbeing

A Gallup study of 13,800 randomly selected employees across the United States

Please indicate how much **you** agree or disagree with each of the following:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Strongly Disagree</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have substantially higher overall wellbeing because of the employer I work for today.</td>
<td>8%</td>
<td>29%</td>
<td>1:3.6</td>
</tr>
<tr>
<td>My organization helps me to build stronger relationships with my friends and family members.</td>
<td>5%</td>
<td>29%</td>
<td>1:5.8</td>
</tr>
<tr>
<td>My organization does things to help me manage my finances more effectively.</td>
<td>6%</td>
<td>29%</td>
<td>1:4.8</td>
</tr>
<tr>
<td>My organization does things to help me improve my physical health.</td>
<td>8%</td>
<td>24%</td>
<td>1:3.0</td>
</tr>
<tr>
<td>My organization encourages me to be more involved in my community.</td>
<td>13%</td>
<td>17%</td>
<td>1:1.3</td>
</tr>
</tbody>
</table>

Gallup Panel of U.S. households, September 2009 (weighted)
Increasing Levels of Wellbeing

<table>
<thead>
<tr>
<th>Action</th>
<th>Short-term Incentive</th>
<th>Long-term Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use your strengths</td>
<td>Get more done</td>
<td>Engaging career</td>
</tr>
<tr>
<td>Hour of time with friend</td>
<td>Better daily experience</td>
<td>Stronger relationships</td>
</tr>
<tr>
<td>Automate payment</td>
<td>Less stress</td>
<td>Financial security</td>
</tr>
<tr>
<td>30 minutes of exercise</td>
<td>More energy throughout the day</td>
<td>Better health, longer life</td>
</tr>
<tr>
<td>Opt into community involvement</td>
<td>Feel better before and after</td>
<td>Meaning, purpose, better place to live</td>
</tr>
</tbody>
</table>

Action → Daily Experience → Life Evaluation
Strengths development leads to hope and engagement which, in turn, lead to wellbeing and academic success.