IMPACT OF HOPE NAVIGATOR TRAINING

Key Evaluation Results:

Participant Reactions To Training:

- Over 90% agreed or strongly agreed:
  The training was valuable, relevant, and engaging.
- Over 95% agreed or strongly agreed:
  Training can improve organizational culture.
  Training can improve client outcomes.
  Training can improve workforce well-being.
- 70% of participants (most with 5+ years of service) rated Hope Navigator training as the most valuable they have received.

Learning Obtained By Participants:

All metrics showed statistically significant improvements with large effect sizes (Cohen's d > 1.69):

Learning Outcome	% Reporting Increase	Effect Size (Cohen's d)
Knowledge of Hope	92.70%	1.82
Confidence Using Hope Strategies	88.80%	1.75
Skill Level Applying Hope in Practice	90.00%	1.69
Program Effectiveness	76.50%	1.18

Project Implementation Outcomes:

- 90.6% reported their hope-centered project improved client outcomes.
- 88.4% reported their hope-centered project improved workforce morale.
- Over 80% reported successful implementation of their projects.

Key Evaluation Conclusions:

The five-year evaluation of Hope Navigator Training at OKDHS provides strong evidence of high impact and value—both in measurable outcomes and qualitative improvements to organizational culture, staff well-being, and client services.

Hope Navigator

A Hope Navigator is trained to design and implement hope-centered strategies within organizations, systems, or communities.

Hope Navigators lead organizational efforts to embed hope in policies, programs, and culture.

Return On Investment

Investing in Hope Navigator training produces a high ROI by:

- Strengthening staff retention, engagement, and well-being.
- Improving client motivation and service outcomes.
- Creating a unified, trauma-informed organizational culture.
- Providing a replicable, evidence-based framework for strategic change.

Hope Navigator training is not just a program—it is a culture shift that drives performance, protects people, and promotes thriving communities.

Hope Centered