

WHAT IS YOUR HQ LEVEL?

Take a look at your actions, your beliefs, your spirituality, your personality and your vision for the future.

How is hope a part of your day to day life?

How can hope part of your success story?

Read the book, take the test and apply the tips to a more hope-filled future, your life will change!

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About the Author

Ray Johnston is a husband, father, professor, inspirational speaker and writer. He is the pastor of Bayside Church which has grown into one of the largest churches in the Sacramento area serving twelve thousand people each weekend. Pastor Ray Johnston hosts the Thrive Leadership Conference each year to recharge, refresh and renew thousands of diverse leaders from across the nation and around the world.



Why are some people more effective than others? Why do some enjoy life while others endure life? Why do some soar while others sink?



As a leader, have you ever considered what is the most important thing you do in your role?

According to Johnston, it is HOPE.

PART ONE:

THE SINGLE MOST IMPORTANT THING TO DO

Are you ready for the HQ Assessment Test?

Own your own HQ novel to reveal your HQ test code.

Chapter 1: WHERE IT BEGAN

What does it mean to “be encouraged”? Johnston speaks to keeping our encouragement level up and sharing it with others in our daily lives. Giving hope to ourselves and others is seen as one of the essential elements of life, possibly the most fundamental skills set. How would your life be without hope? We are challenged to recognize hope in our daily lives and other and take the challenge to live it.

“Real hope is a deep and powerful force when it is anchored in the seven factors that sustain hope.” (p. 7)

Chapter 2: YOUR HQ CHANGES EVERYTHING

What power does hope have in our world? Consider the stories of hope in our lives and the ones shared in this chapter. Is it as simple as “The 10 Percent Solution” (p. 13) as suggested by one psychologist?

Johnston (p. 14) stated that there are four things that hope can do for you:

1. Hope liberates. It releases you from your past.
2. Hope motivates. It helps you bounce back.
3. Hope initiates. It sets you free to dream.
4. Hope activates. It is the fuel that makes the world a better place.



Chapter 3:

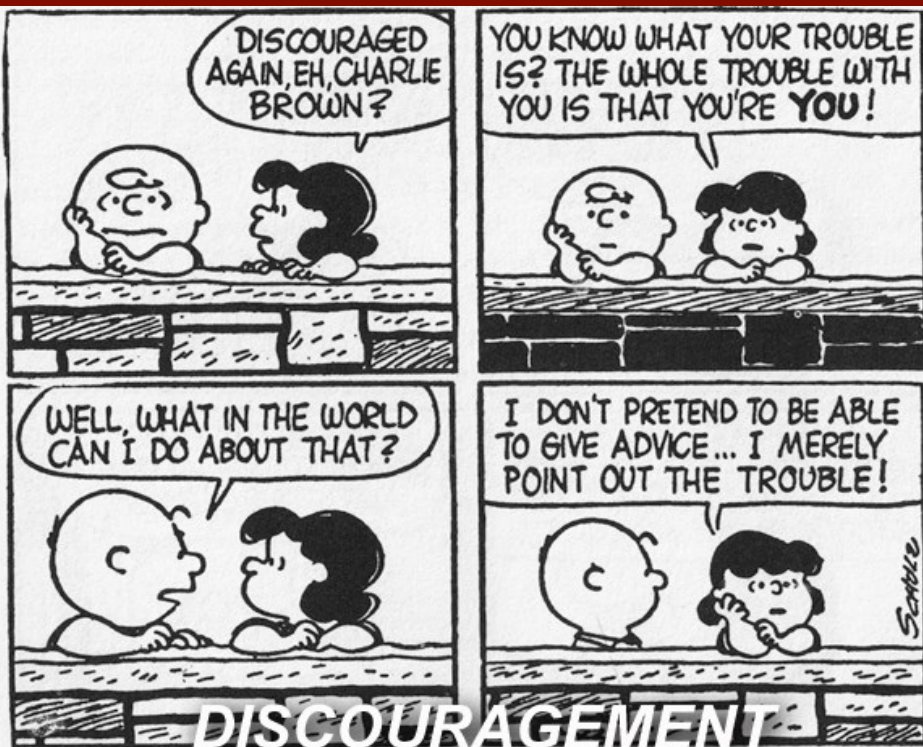
DISCOURAGEMENT DESTROYS

EVERYTHING

If you do not have HOPE...

- ◆ “Call him a slow learner, label him retarded and write him off as un-educable, and you have Albert Einstein” (p. xv)
- ◆ Have her born black in a society filled with racial discrimination, and you have Rosa Parks. (p. xv)
- ◆ Lock him in a prison cell, beat him, and shipwreck him, and you have the apostle Paul. (p. xv)

Take a moment to evaluate when discouragement has been a part of your life. How did you work through it?



<https://hurstrobert.files.wordpress.com/2014/09/x-discouragement.jpg>

The Disease of Discouragement

Have you checked out your disease of discouragement lately? It may be evident at different times in your life and can sneak up on you when you least expect it. Johnston explained five key symptoms (pp. 27-32) you should be aware of in your diagnosis of discouragement.

1. Discouragement is a universal disease that we all get at one point of another.
2. Discouragement is a repeating disease. You'll catch it more than once.
3. Discouragement is a contagious disease. You can catch it from those discouraging people around you. (Friends, neighbours, colleagues,...)
4. Discouragement is always circumstantial. It always has a cause. You just need to find it.
5. Discouragement is deadly. It kills if you don't look after it.

PART TWO:

Seven Factors that Raise Your HOPE Quotient

- 1. Recharge your Batteries.**
- 2. Raise your expectations**
- 3. Refocus on the future.**
- 4. Play to your strengths.**
- 5. Refuse to go it alone.**
- 6. Replace burnout with balance.**
- 7. Play great defense.**

Whether you think you can or whether you think you can't, your right. Henry Ford

Factor 1: Recharge your batteries.

Johnston explained the importance of knowing what drains you and what fuels you. Take the time to evaluate the world around you. Look closely at the Five Passion Killers : unhealthy people, unkind critics, unbalanced schedule, unnecessary guilt, and underestimating the impact of exposure. (pp. 46-48) These elements can drain a person and result in an unsuccessful future.

To have HOPE, requires refueling of yourself. Johnston outlined five areas to help us recharge: invest in your own growth, understand the power of worship, unleash the Bible into your life, build great relationships and pay attention to whose voice you are listening to. (pp. 49-54)

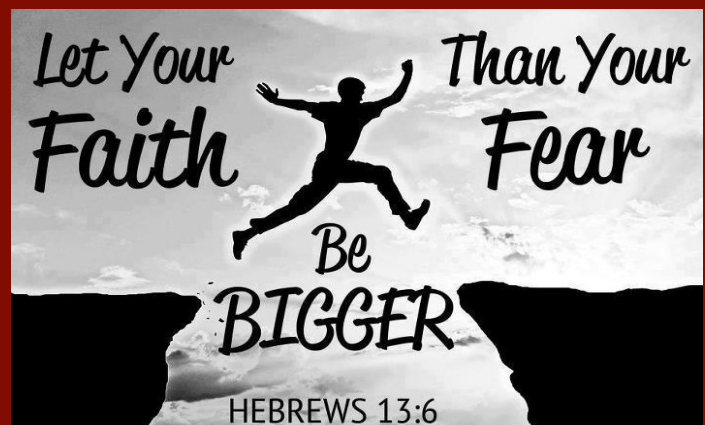
Factor 2: Raise your expectations

Johnston looked at the outlook of the everyday person and how beliefs and our expectations have changed in our society. He gives us tips to increase our HOPE Quotient and renew one's beliefs. (pp. 61-67)

- Believe impossible things are possible
- Believe that God has better days ahead
- Realize the power of perspective
- Replace fear with faith
- Replace "What if?" with "Why not?"

*Where there is no faith in the future,
there is no power in the present." (p.63)*

WHAT FUELS YOU?



<https://i.pinimg.com/736x/65/fe/3a/65fe3a9701f3f8boddco6bea3efc6a--bible-quotes-bible-verses.jpg>

Factor 3: Refocus on the future

WHAT CAN THIS BECOME?

A simple question or so it may seem. Johnston explained how to change our questioning to enlighten and give direction for the future. When we are discouraged, we have little hope and need assistance in refocusing on the future and a fresh vision. (p. 73)

Changing our questioning leads to great benefits such as; passion, comebacks, grace, being freed and fueled, dream setting, and the power to move forward.

FACTOR 5: REFUSE TO GO IT ALONE

The relationship we need to succeed. Friends, colleagues, mentors, models are all types of relationship we need to stay encouraged and to develop our HQ.

The HQ Quotient.

YOUR TALENT IS GOD'S GIFT TO YOU. WHAT YOU DO WITH IT IS YOUR GIFT BACK TO GOD.
LEO BUSCAGLIA

Factor 4: Play to your strengths

Many enlightening questions were asked to help us reflect on our talents, how we use them and what kind of life we want. This leads the reader to understanding the importance of recognizing one's own strengths and weakness, our talents and how we put them into action.

Johnston outlined reasons how playing your strengths can change your life. (pp. 88-97)

Discovering your God-given talent helps you:

1. Maximize your potential
2. Discover your purpose
3. Free you from insecurity and inferiority
4. Keep you motivated and encouraged
5. Best way to change the world
6. Frees you from fear of failure
7. Lowers stress and increases joy

How do you find your gifts and talents?

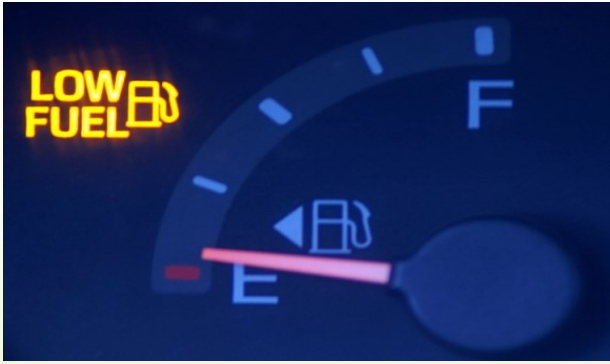
Decide, discover, develop, deploy

Where do your gifts fall?

guiding, influencing, fellowship, task, supports

balance
colleagues
growing
failure not alone
support meaningful stress success
influential friends challenge
models mentors
control
friendship
alone
visioncasters
hearthealers
investment wealth true
understanding
soulsharpeners
truth
talkickers

Factor 6: Replace burnout with balance



Finding a balance in your life between work, family, friends, health and spirit can be very difficult in our world. Running on empty and burning out work against ways to develop your HQ. Stop and take the time to evaluate your daily business; look at your pace of life, your limits, are you resting, and building some personal and spiritual time into your schedule. Conduct your own heart test by analyzing your emotions, moments in your relationships, time set aside for enjoyment and building relationships.

Part Two in our daily world of Human Resources

In this section, Johnston gave many real examples of the seven factors at work in our daily lives. In reviewing these factors, as an educational leader, some are very specific to our daily interactions with our staff or personnel, including how we can empower our staff to prioritize their own future goals, building on their gifts and talents. Some factors can be set to the outcomes of the students and the school culture. The seven factors are a way of life that needs time to be established and implemented, both personally and professionally. Inspiring leaders have hope; they develop a fresh vision and are successful in leading their personnel on that journey. These seven factors and increasing one's HOPE Quotient is connected to and evident in our leadership model of acquire, engage, lead & manage, reward and develop.

Factor 7: Play great defense

This is one of the hardest factors to live. As humans, we all have doubts and worries, questions with no answers, past decisions that we are not proud of and choices made for the wrong reasons. All of these elements of life can pull us down, discourage us and leave us hopeless. Johnston recognized these elements, points out what we may be missing and shares three major life lessons with us along with a chart to help us play great defense.

1. Never make decision when you are down.
2. Respond to bad news in great ways.
3. Shake it off and step up

Visit <http://www.thrivechurch.com/shake-it-off-step-up/> for the Shake it off and Step up chart to lead the path of truth-based living.

The HQ Quotient.
Measure it. Raise it.
You'll never be the same.

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"I pruned a tree once, so technically I'm allowed to put 'branch manager' on my resumé."

Part Three:

Unleashing a culture of hope

In the first two sections, Johnston described what it is to live hope and the factors we need to follow to increase our HOPE Quotient. In this section, Johnston develops HOPE in aspects of our daily lives: marriage, kids, career, church, community and world.

UNLEASHING HOPE IN YOUR KIDS

“Effective parents deliver both direction and motivation, which brings hope.” (p. 163)

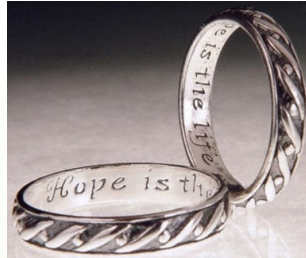
Parenting is not easy and comes with its challenges. Here are some tips to establish hope in your children. Set direction, give motivation and let it go; similar to an arrow being release.

Barriers: Do not delay joyful living—develop memories with your kids.

Do not let your teenagers intimidate you or be “too cool” for you.

Builders: Stay focused on the future, remember what can they become?, God works through all of us, including our children, expose your children to experiences and happenings to see hope in the world.

UNLEASHING HOPE IN YOUR MARRIAGE



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To ensure a long-lasting, stable marriage, you need to have a strong foundation based on hope. Divorce rates have skyrocketed with marriages failing daily. How can that be changed?

Johnston gave us five ways to build that foundation and create a lasting marriage.

1. Expectations need to be realistic, understanding that both people are not perfect, and that leads to a relationship that is not perfect.
2. Remember that what you see in the movies is just that, in the movies. There are many myths about marriage such as compatibility, smooth sailing, greener pastures that comes from the stars, that are not the day to day reality of life.
3. Stop “fixing” that blame on your spouse and start identifying and solving the problems that arise. Being discouraged can be destructive to yourself and those around you.
4. There are two people in a marriage, be together, spend the time to have fun, share your faith and stay committed to each other.
5. Have hope and refuse to give up on your marriage.

In parenting, Johnston focused on how children view themselves and how we, as parents, can develop hope in our children.

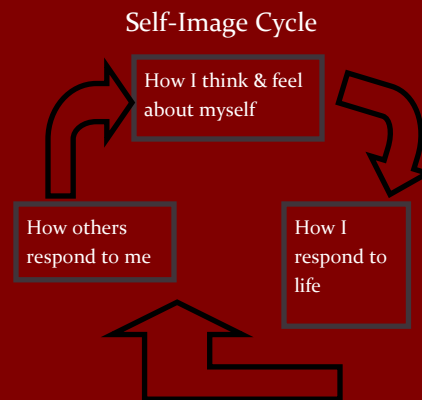


Figure 1, p. 170

Believing in your children, their future and providing them with hope for a positive self-image will break down the inferiority cycle they may fall into with feelings of self-doubt and low self-esteem. Be encouraged by them and be encouraging for them.

UNLEASHING HOPE IN YOUR CAREER

Yah! It's Monday morning and I am off to work! What a beautiful day!

Probably not what most of us say or hear on Monday mornings. Having a career that is satisfying, enjoyable, challenging and motivating, is not apparent for most people. All employers look for employees with drive and passion, energy and enthusiasm, compassion and a high Hope Quotient to build their workplace. This is not always possible so an employer needs to raise hope within their employees through developing a positive hope filled work culture and environment.

Johnston gave five ways to raise hope. (pp. 176-180):

1. Arrive with energy
2. Live and lead with passion
3. Stay positive under pressure
4. Be a peacemaker, not a troublemaker
5. Add value

UNLEASHING HOPE IN YOUR CHURCH

“When the church is focused on Christ and fueled by hope, it is the most powerful force in the world.” (p. 188)

In this chapter, Johnston took us through the journey of characteristics evident in hope-fueled churches. Where do we see our role? How can we raise the hope? What can we become?

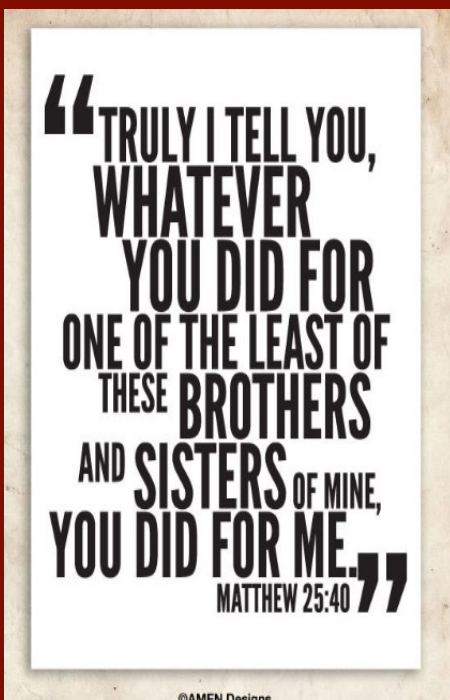
Characteristics:

1. Believe God has better days ahead
2. Take God-Honouring risks
3. Unleash compassion; good deeds, good will, good news
4. Known by what they're for, not what they're against
5. Believe that resurrection works best in cemeteries

Our solid foundation of hope to Christians:



UNLEASHING HOPE IN YOUR COMMUNITY



Johnston challenged us to take a drive around our community; open our eyes to the needs that exist in our own community. Bring hope into the people of the community. Go beyond our comfort zone. Touch the lives of others; bring them hope. Believe that God works through those in our community and we can offer assistance to increase their hope quotient and our own.

The HQ Quotient. Measure it.
Raise it. You'll never be the same.

UNLEASHING HOPE IN THE WORLD

What can we become?

What is our HOPE Quotient?

Can we inspire hope in others?

The world is changing everyday, one child at a time, Share our story of hope and together make a change for something better.



Part One, Two & Three: Increasing your HOPE Quotient

Measure It

Be true to yourself. Reflect on your beliefs, your actions and your mistakes. What can I become?

Raise It

Take the test—What is your HQ?

Follow the seven factors to raise your HOPE Quotient. Recharge your batteries to be the best you can be, raise your expectations of yourself and others, refocus on the future—what can I become, play to your strengths—build your capacity, refuse to go it alone by having supports at home and at work, replace burnout with balance because we cannot do it all and play a great defense by stepping up.

Unleash HOPE into your daily lives through your family, friends, colleagues, community by being encouraging and building hope-fueled relationships.

Final Remarks:

As an educational leader, I strive to envelop each student and staff with the best environment possible. As a team, we evaluate the needs of the students and the gifts and talents of the teachers within our schools. At times, staff, teachers, students or families struggle with the day to day realities before them. As a leader, my job is to be supportive to the teacher as well as the students and their families. This is not always an easy task. Ray Johnston outlined factors to assist me and other leaders in our journey of building hope within our staff, students and ourselves, building our school culture and environment and creating a hope-fueled lifestyle. The HOPE Quotient educates leaders in ways to identify hope at work in our workplaces, identify hope-fueled teachers, to build a hope-filled culture within our schools and to measure and raise our own Hope Quotient. As a leader, you need to be the model, to lead, to reflect and to evaluate the critical smart questions for yourself and for your employees.

Living hope and seeing hope in yourself is key!

Reference:

Johnston, Ray. (2014).
The Hope Quotient.
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“We’ve heard a lot about Intelligence Quotient (IQ) and Emotional Intelligence (EQ), but Ray Johnston makes a compelling case that the most important factor of all may be our Hope Quotient (HQ). He reminds us, along with the apostle Paul that “hope does not disappoint, because the love of God has been poured out within our hearts through the Holy Spirit who was given to us” (Rom. 5:5 NASB) - Jim Daley President, Focus on the Family (inset)

The HQ Quotient. Measure it. Raise it. You’ll never be the same.