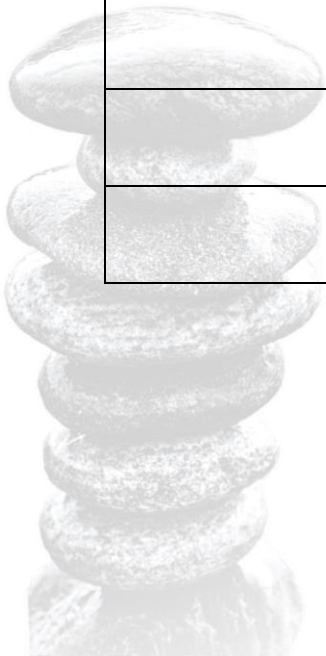# INTEGRATING HOPE AND CONCERN INTO YOUR COMMUNICATIONS

Step 1: Use the chart below to list your causes for hope and concern related to your work, project, or issue. It might be hard to come up with as many hopes as you have concerns, but try your best to look for signs of positive movement or change.

List all of the facts, trends, cultural protections, and signs of change that give you HOPE	List all of the facts, trends, cultural risk factors, and signs of change that cause you CONCERN

Step 2: Choose one item from each column and combine them into one message or talking point. Try this several times as you practice integrating hope and concern in your communications.

Integrated Message 1
Integrated Message 2
Integrated Message 3

Step 3: Experiment with using your new integrated messages as you talk about and share your work. Notice if and how these messages elicit different responses.

Step 4: Reflect on whether your overall communications and organizational culture successfully recognize both hope and concern.