



熱點  
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## Behind “The Fat Cat”

**Hope = Goal + Agency + Pathway**

Not long ago, a drugstore chain released a series of TV commercials themed around a fat cat's attempts to lose weight and instantly became the talk of the town. The most attractive part of the commercial was certainly the memorial performances of the “Korean Fitness Queen” and the adorable fat cat, but there is also a hidden message behind – hope and its important role in helping us achieve goals.

The fat cat wanted to lose weight and was taught the pathways to achieve success, but it failed initially due to a lack of agency (or willpower). Similarly, we may also not be able to reach our goals successfully if all we have is agency and not the proper pathways to do so.

Generally, hope is thought to be having confidence in the future, that “tomorrow will be a better day”; however, this could only be called having an optimistic attitude or personality. In reality, today is where hope lies. Hope is not about waiting passively and it will not appear out of nowhere tomorrow. Start preparing today. First, set a goal and have a plan of achieving it in different ways. Be psychologically prepared that there will be bumps and obstacles along the way. It is therefore helpful to establish short-term and long-term pathways to solve the problem or even revise your original goal when necessary. Agency, or willpower, is also a key ingredient in aiding us in the face of ongoing failure. It is like the way the late former British Prime Minister Winston Churchill put it: “Success consists of going from failure to failure without loss of enthusiasm.”

Not only is “hope” extremely vital to goal attainment, recent research has indicated that there is a positive correlation between employees' sense of hope and an organization's profitability. Furthermore, a positive relationship also exists between management personnel's sense of hope and their responsible staff's profitability, job satisfaction, and retention rate. Therefore, understanding on “hope” across management and frontline staff should be enhanced.

**LEAP** 是指：

**L** eading Personal Effectiveness  
發展人才

**E** nhancing Family Cohesiveness  
凝聚家庭

**A** chieving Team Success  
卓越團隊

**P** romoting Corporate Wellness  
促進企業健康

## Darling to Do What You Wish for

What is your wish as an employee? Having a job promotion and pay rise every year? Having the opportunity to use your strengths at work? Or getting along with your colleagues? Whatever your wish might be, nothing will happen if we just sit there and think about it. To turn our wishes into reality, we need to combine the 3 “hope” elements – GAP – which are **G**oal, **A**gency, and **P**athway. How can we apply these 3 elements to help us realize our wishes? Hopefully you can find the answer in the following story.

Victor was a jobholder a lot of people are envious of – he worked from 9 to 5, rarely worked overtime, and had a reasonable, non-demanding work schedule. Rationally, he was aware of how lucky he was, but he was in fact not one bit happy. To resolve this, he contacted an EAP consultant to understand why he was unhappy.

After talking to Victor, the consultant learned that he held high expectations of himself and wanted enrichment and a breakthrough along his career path. While his job was able to provide him with stability, it lacked the challenges and opportunities that Victor yearned for. With the consultant’s encouragement, he began setting new career goals. He started looking around for relevant courses in Hong Kong in order to fulfill his wish of becoming a professional. He put words into actions and went ahead taking a course. Most people would probably agree that simultaneously working and studying is not an easy task, but Victor was crystal clear on his direction and knew that his persistence would lead the way towards his desired career path. With his perseverance, he eventually completed a degree program. His supervisor also subsequently offered him more opportunities for development and Victor was promoted to the managerial level in just a few years. He definitely experiences more stress now than before, but he is happier – he was able to realize his career goals through concrete means and unremitting persistence.

Sometimes, when we are not able to achieve our desired goals, we could stop and think: Is the goal clear enough? Am I lacking in willpower? Or am I lacking in effective ways to reach the goal? For instance, if we decide to stay in shape, we would need to set a target of exercising 3 times per week. One may give up after 2 weeks due to a lack of agency; or they might have a clear goal and sustainable willpower but lack the proper means to do so, causing physical injuries. Therefore, if we were to realize our goals effectively, don’t forget to utilize the 3 hope elements GAP.



## American Boy

Early in the twentieth century, San Francisco was devastated by an earthquake and a little boy from an immigrant family was injured in the disaster, with his nose broken and crooked. Due to his shy character, frailty, hyperactivity, and peculiar appearance, he was rejected by his peers in school and even labeled a bad student for no reason. In order to better care for him, his family decided to homeschool the boy.

Even though his upbringing was somewhat different from others’, he had more opportunities to visit the countryside and gradually develop his adoration for nature. When he was 13, he persuaded his father to take the whole family to a national park, where he took pictures and pictures of the beautiful scenery and the family’s happy moments together. The experience laid the foundation for his love for photography and determination to become a photographer. Since then, he paid a visit to national parks every year and took breathtaking landscape photos. A few years later, he fell seriously sick for a period of time, but he never gave up and persisted with learning and refining his photography skills while working part-time, as well as putting forward a variety of innovative technical concepts in photography. His work has greatly influenced other photography enthusiasts. This man, who grew and lived with hope, was the world-famous photographer Ansel Adams.

