

**Table 2***Means and Standard Deviations for the HAI by Employment Status*

	Employment Status				ANOVA Results		
	Unemployed, not looking for work	Unemployed, looking for work	Employed Part-Time	Employed Full-Time	<i>F</i>	<i>p</i>	eta- squared
Hope	3.01 (.74)	2.80 (.78)	2.95 (.63)	3.00 (.78)	1.60	.19	.018
Self-Reflection	3.44 (.53)	3.53 (.49)	3.36 (.53)	3.33 (.51)	4.37	.01*	.035
Self-Clarity	3.19 (.57)	3.05 (.57)	3.16 (.58)	3.24 (.59)	2.74	.04*	.026
Visioning	3.10 (.67)	3.07 (.72)	3.06 (.65)	3.15 (.62)	0.89	.45	.012
Goal Setting and Planning	2.84 (.70)	2.78 (.70)	2.87 (.69)	3.00 (.68)	3.80	.01*	.032
Implementing	3.00 (.70)	2.83 (.62)	2.98 (.62)	3.07 (.64)	3.62	.01*	.031
Adapting	3.31 (.48)	3.28 (.58)	3.23 (.57)	3.26 (.53)	0.38	.77	.007
HAI Total	3.13 (.48)	3.05 (.48)	3.09 (.44)	3.15 (.48)	1.38	.25	.005

*Note.* Standard deviations are in parentheses. \* $p < .05$ .

