

**Table 3***Means and Standard Deviations for the HAI by Age*

|                              | Age           |               |               |               |               |               |               |               |               |               | ANOVA Results |          |                 |
|------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------|-----------------|
|                              | 18-25         | 26-30         | 31-35         | 36-40         | 41-45         | 46-50         | 51-55         | 56-60         | 61-65         | 66-70         | <i>F</i>      | <i>p</i> | Eta-square<br>d |
| Hope                         | 2.93<br>(.68) | 3.01<br>(.72) | 3.03<br>(.74) | 2.99<br>(.79) | 2.96<br>(.82) | 2.76<br>(.82) | 2.93<br>(.87) | 3.16<br>(.77) | 2.65<br>(.63) | 2.81<br>(.72) | 1.11          | .35      | .013            |
| Self-Reflection              | 3.32<br>(.56) | 3.35<br>(.53) | 3.35<br>(.52) | 3.34<br>(.52) | 3.42<br>(.53) | 3.45<br>(.44) | 3.36<br>(.41) | 3.36<br>(.43) | 3.48<br>(.51) | 3.72<br>(.38) | 1.01          | .43      | .012            |
| Self-Clarity                 | 2.96<br>(.60) | 3.13<br>(.57) | 3.18<br>(.60) | 3.28<br>(.60) | 3.36<br>(.55) | 3.23<br>(.50) | 3.47<br>(.49) | 3.53<br>(.47) | 3.30<br>(.48) | 3.44<br>(.58) | 5.74          | <.001*** | .063            |
| Visioning                    | 3.11<br>(.64) | 3.20<br>(.59) | 3.15<br>(.64) | 3.01<br>(.67) | 3.21<br>(.66) | 3.10<br>(.72) | 3.04<br>(.59) | 3.19<br>(.60) | 2.80<br>(.73) | 2.94<br>(.74) | 1.35          | .21      | .016            |
| Goal Setting<br>and Planning | 2.84<br>(.68) | 2.96<br>(.68) | 3.04<br>(.69) | 2.93<br>(.74) | 2.93<br>(.67) | 2.85<br>(.73) | 2.94<br>(.65) | 3.16<br>(.58) | 2.60<br>(.53) | 3.08<br>(.61) | 1.33          | .22      | .015            |
| Implementing                 | 2.91<br>(.63) | 3.06<br>(.58) | 3.06<br>(.68) | 3.00<br>(.69) | 3.08<br>(.66) | 2.95<br>(.66) | 3.12<br>(.67) | 3.14<br>(.55) | 2.86<br>(.34) | 3.03<br>(.63) | 0.90          | .48      | .011            |

|           |               |               |               |               |               |               |               |               |               |               |      |     |      |
|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------|-----|------|
| Adapting  | 3.19<br>(.57) | 3.21<br>(.53) | 3.28<br>(.59) | 3.25<br>(.51) | 3.34<br>(.52) | 3.26<br>(.49) | 3.36<br>(.47) | 3.48<br>(.49) | 3.15<br>(.44) | 3.06<br>(.50) | 1.32 | .22 | .015 |
| HAI Total | 3.04<br>(.47) | 3.13<br>(.45) | 3.15<br>(.52) | 3.11<br>(.50) | 3.19<br>(.49) | 3.09<br>(.45) | 3.17<br>(.42) | 3.29<br>(.42) | 2.98<br>(.34) | 3.16<br>(.47) | 1.17 | .31 | .014 |

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*Note.* Standard deviations are in parentheses. \*\*\* $p < .001$ .