

Table 4*Normative Reference t-scores by Employment Status*

Employment Status	Hope	Self-Reflection	Self-Clarity	Visioning	Goal Setting and Planning	Implementing	Adapting	HAI Total
Unemployed, not looking for work	50.52 ±9.71	51.51 ±10.20	49.78 ±9.67	49.68 ±10.53	48.58 ±10.20	46.58 ±10.86	50.91 ±8.98	50.02 ±10.16
Unemployed, looking for work	47.76 ±10.32	53.27 ±9.46	47.34 ±9.80	49.21 ±11.30	47.63 ±10.18	46.95 ±9.64	50.28 ±10.71	47.63 ±10.18
Employed Part-Time	49.75 ±8.38	49.88 ±10.36	49.30 ±9.81	49.01 ±10.10	48.91 ±10.07	49.28 ±9.60	49.43 ±10.63	49.16 ±9.17
Employed Full-Time	50.33 ±10.33	49.27 ±9.86	50.62 ±10.08	50.42 ±9.67	50.87 ±9.84	50.72 ±9.93	49.95 ±9.90	50.47 ±10.14

Note. See Appendix A for the equation to calculate individual respondent *t*-scores. Scores above one standard deviation are considered objective strengths and scores below one standard deviation are considered objective weaknesses.