

Table 5*Normative Reference t-scores by Age*

Age	Hope	Self-Reflection	Self-Clarity	Visioning	Goal Setting and Planning	Implementing	Adapting	HAI Total
18-25	49.41	49.13	45.83	49.78	48.55	48.23	48.74	48.11
	±9.05	±10.93	±10.25	±9.99	±9.93	±9.76	±10.52	±9.95
26-30	50.55	49.62	48.79	51.26	50.31	50.55	49.04	50.11
	±9.46	±10.22	±9.72	±9.15	±9.84	±9.05	±9.83	±9.52
31-35	50.85	49.59	49.60	50.39	51.41	50.52	50.32	50.58
	±9.78	±10.05	±10.27	±9.96	±9.99	±10.53	±11.02	±10.88
36-40	50.27	49.43	51.23	48.24	49.77	49.69	49.84	49.72
	±10.50	±10.15	±10.20	±10.44	±10.77	±10.64	±9.53	±10.40
41-45	49.92	51.13	52.65	51.34	49.91	50.86	51.52	51.27
	±10.85	±10.25	±9.37	±10.37	±9.78	±10.30	±9.64	±10.29

46-50	47.27	51.66	50.42	49.69	48.61	48.88	49.97	49.15
	±10.82	±8.61	±8.50	±11.18	±10.53	±10.25	±9.09	±9.36
51-55	49.44	49.80	54.58	48.73	49.97	51.53	51.87	51.00
	±11.55	±7.97	±8.34	±9.15	±9.42	±10.32	±8.74	±8.72
56-60	52.54	49.93	55.48	51.05	53.22	51.77	53.99	53.38
	±10.13	±8.38	±8.05	±9.29	±8.35	±8.58	±9.17	±8.76
61-65	45.77	52.11	51.65	45.00	45.06	47.43	47.94	46.85
	±8.27	±9.81	±8.23	±11.31	±7.69	±5.32	±8.27	±7.04
66-70	47.83	56.90	54.11	47.25	52.07	50.06	46.18	50.60
	±9.46	±7.44	±9.94	±11.51	±8.89	±9.79	±9.24	±9.87

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.