

Appendix A

Equations to Calculate *t*-Scores from Raw HAI Values

$$\text{HAI subscale or total scale } t\text{-score} = \left(\frac{\text{Raw subscale or scale score} - \text{mean}^a}{\text{standard deviation}^b} \right) \times 10 + 50$$

^{ab} Mean and standard deviation values can be found in Tables 2 and 3.

Example for an individual who is unemployed, not looking for work.

$$\text{Hope } t\text{-score} = \left(\frac{\text{Raw Hope subscale score} - 3.01}{.74} \right) \times 10 + 50$$