



Te Kāwanatanga o Aotearoa
New Zealand Government

Te Orowaru

Uiui



Published: 13/9/2021

ISBN: 978-0-9951464-9-5

Web address: www.publicservice.govt.nz



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Te Orowaru means “the sound of rippling water,” which speaks of our aspirations to create ripples of change through the system, for our workplaces, communities and whānau here in Aotearoa New Zealand.

Our aspiration for Te Orowaru is that it enables the unique skills that all people bring to our workplaces to be recognised and fairly valued.



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Te whakarite mō te uiui

- Me whakarite kia nui te wā mō ngā uiui Te take waiwai tēnei. Ko te āhua nei ka āhua tahi ki te rua hāora te roa o te uiui ina whakarite mō te wā whakawhanaungatanga, (ka uru, engari kāore i whāiti ki te karakia whakatuwhera, whakakapi, te mihimihi, te waiata me te kai) i te wā e āta kōrero ana, te whakarāpopoto me te whakakapi. Ina poto ana te wā, kaua e whakateretere i te kaiwhakautu, i te mea he wheako patu wairua tērā. Kaua e whakarite i te ngā wā uiui kia tata, kei koe e taea te whakatōroa i ngā kōrero.
- Kaua e whakapae e mārama ana koe ki te nui o te mahi kei roto i te uiui, ahakoa nāu aua mahi. He mea nui tonu te whakarere i ō whakapae, whakaaro rānei mō te mahi kia kore ai te haukume e uru ki ngā mahi.
- Whai whakaaro mēnā ka tutuki ngā matea ahurea a te kaiwhakautu. Hei tauira, te whakatuwhera me te whakakapi ki te karakia, mihimihi, wiata, kai tahi, te whānau mē ētahi atu kaitautoko i te wā o te uiui.
- E tino whakahauhia ana kia pātai ki te kaiwhakautu mēnā ka hiahia ia ki ngā pātai uiui, katoa, he tauira rānei, i mua o te uiui kia mārama ia ki te āhua o te uiui. Whakaarotia te akiaki i te kaiwhakautu ki te āta whakaaro mēnā ka hiahia ia ki te hautuhi, te tuhi rānei i ngā mea ka oti i a ia i ā rātou mahi, kotahi wiki i mua i te uiui. Ka āwhina pea tēnei ki te tautoko i a ia i roto i ōna whakaaro mō āna mahi, kia māia ōna whakaaro ki te uiui.

I te wā o te uiui

- Me mārama tonu te kaiwhakautu ki te kaupapa o te uiui, ā, he aha te whāinga o te mahi nei. Ko te tikanga me whakawhiti i tēnei i mua noa atu o te uiui, ā, ka tōaitia anō i taua rā. He whakaritenga pai rawa te toha i ngā pātai uiui i mua o te uiui e āhei ai te kaiwhakautu ki te huritao me te whakarite.
- Me whakarite kei a koe te puka whakaaetanga tika kua waitohutia e te kaiwhakautu ā, e mārama ana ia ka pēhea to whakamahi, tō porowhiu rānei o ngā rauemi ka kohia e koe.
- Pātai ki te tangat e uiuitia ana kei te pēhea ia, ā, mēnā ka hiahia whakangā i te wā o te uiui.



Te whakarite kia whai ngako ai te uiui

- Kei pōhēhē koe me pānui i ia pātai ki tāna i tuhia ai. Kei korou kore, kei karetao hoki te wairua o te pātai. Me māori tonu te kōrero, me whakarongo me hihira mēnā e mārama ana, ā, whakamārama haere tonu, ka whakahou rānei i te pātai.
- Mēnā kua oti kē i te kaiuiui te whakautu i tētahi pātai i mua i tō pātaitanga, arā, kua e pātai noa i tētahi pātai i te mea kua tuhia kē ki te rārangi pātai. Māu tonu e whakatau ake, ā, ka waiho i ētahi pātai kua whakautua kē. I te wā e whakaaro ana koe kua whakautua kē te pātai, he āwhina pea te kōrero pērā ki te kaiwhakautu, ā, ka pātai mēnā he kōrero anō āna hei tāpiri ake.
- Mēnā e tuhi kōrero ana koe, me whakarite kia maumahara koe ko ngā whakautu e tukuna ana e kore pea e uru pai ki roto i tētahi āhuratanga kotahi. Ka tukuna mai pea ngā whakautu e whai wāhi ana ki tō tātou mārama o ngā āhuratanga maha, nō reira kua e whakaware, e hipa rānei i tētahi āhuratanga kāore koe i whakaaro ake e hāngai ana ki tētahi āhuratanga e pātai ana koe i taua wā. Kua e maurirere kite kore e taea e koe te rau atu i te kōrero ki te wāhi tika, ka oti tēnei i te wāhanga tātari. Ko te hopu i ngā mōhiotanga te mea nui. Me whakarite e kapo ana koe i ngā tauira me ngā taipitopito e tukuna ana i te mea he waiwai ēnei e mārama nui ai ki ngā mahi. I a koe e tuhi poka ana, me mahara ki te whakamahi i te reo ake o te tangata, kua e "whakamāori", e "whakatika" rānei i te mea he hiranga te āhua o te whakaputanga ki te whakatipu i te māramatanga.
- Mēnā he poto rawa ngā whakautu, ā, he iti ngā kōrero i roto, tēnā whakamahia ētahi atu kupu akiaki, tauira rānei pēnei i ēnei:
 - Ka taea e koe te whakawhānui ake i ngā kōrero mō tērā?
 - E hiahia ana au ki te rongu i ētahi atu kōrero mō tērā/me pēhea e mahi pērā?
 - Ka taea e koe te homai i ētahi atu tauira o tērā?
 - Ka taea e koe te kōrero mai anō mō te wā whakamutunga i tatū tēnei?
 - Ka hia ngā pērātanga?
 - He mahi anō tērā e wawatatia ana ka oti i tētahi atu i tō tūranga?

Hei te mutunga o te uiui

Me mihi ki te kaiwhakautu (tae atu ki te whānau, kaitautoko rānei) mō te tuku noa i te wā, te mōhiotanga, te mātauranga, te māramatanga, me ērā atu, ā, me te tōai i te āhua o te whai wāhi o ngā kōrero ki te tukanga utu mana ōrite.

Tōaitia tō kaupapa i mua (mai i te "Ite wā o te uiui") o te āhua whakamahi me te porowhiu i ngā rauemi ka kohia e koe.

Whakamōhiotia he aha ngā huarahi ināiane, hei tauira, ka aha koe (patopato i te uiui/tuhi i te uiui), ā, he aha pea te wāhi ki a ia (whakaae ki te tuhinga, me ērā atu.)



Ngā pātai tīmatanga (ngā āhuetanga katoa)

He pai ēnei pātai hei tīmatatanga, e tau ai te wairua o te kaiwhakautu i mua i te kōrero mō āna mahi.

Kei te āhua o te āmiki o ngā whakautu a te kaiwhakautu ki ngā pātai tīmatanga, e kore pea koe e mate ki te pātai i ngā pātai akiaki. Māhau tonu e whakatau.

Tirohia:

Te wā, kei takaroa rawa tēnei wāhanga, engari he whakatuwhera noa i ngā kōrero tāna mahi.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>Ka taea e koe te kōrero whānui mō te āhua o te rā i te mahi mai i te tīmatanga ki te mutunga?</p> <p>He aha ētahi atu mahi e manakohia ana ka oti i a koe i ētahi atu wā hikuwaru?</p>	<p>Ki ō whakaaro, he pēhea te tika o te whakaahua o te whakaahua mahi mahi i ngā mahi ka oti i a koe?</p> <p>He aha ngā mea e hiahia ana koe kia mōhio ngā tāngata mō ō mahi?</p>



Āhuetanga 1. Mātauranga

Momo Āhuetanga: pūkenga, ka uru te wheako ki tēnei

E rapu ana tēnei āhuetanga kia māram ki te whānui o ngā mātauranga e hiahiatia ana mō te mahi mātau i ngā mahi. Whakaarotia te whakarite i te whānuitanga o te mātauranga e hiahiatia ana, tatū noa ki te hōhonu.

Tirohia:

I ētahi wā kāore pea e taea e te kaiwhakautu te tautohu i tō rātou mātauranga me te tohungatanga, ina koa i riro mai i te taiao utu kore, i tautokona rānei e tētahi tohu. Hei tauira, ko te whakamahere pūtea mō te kāinga he pūkenga e auau ana te arokoretia, e nui te hiahiatia me te whakamahia i te horopaki mahi.

I te wā e tika ana, tohutohuhia mai i te tīmatanga tērā tētahi atu huinga pātai hei tūhura i te whānuitanga o te mātauranga o te ao Māori, te tohungatanga me ngā pūkenga e hiahiatia ana mō te mahi, engari mēnā ka hiahia te kaiwhakautu ki te kōrero mō te hōhonutanga o tōna mātauranga Māori i konei, kia ngāwari, ā, ka neke ki taua wāhanga i te wā kei te mata o ōna whakaaro.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He aha te mātauranga me whai i te tangata i tō tūranga? Tēnā tukuna mai e tauira mēnā ka taea. Whakaarotia:</p> <ul style="list-style-type: none"> • ngā ariā? • ngā kaupapahere/ritenga? • ngā tukanga/tikanga? • tētahi momo tohungatanga? • ngā pūnaha? • te hangarau? • maimoa tuatahi/hauora me te haumarua? 	
<p>Me whai tohu ōkawa, whakangungu, rēhitatanga hoki/rānei tō tūranga mahi?</p>	<p>He aha te momo whakaurunga, whakangungu ā-mahi rānei kua whiwhi koe?</p> <p>E hiahia ana koe i ētahi whakangungu auau ki te whakapakari, te whakatipu rānei i ō pūkenga?</p> <p>Ka pēhea nei te roa i ō whakaaro mō te tangata kia tino mātau ki āna mahi?</p>
<p>Ka whakamahi koe i ngā pūkenga, tohungatanga me te mātauranga i tīkina i ngā mahi utu kore (pēnei i te mahi tūao, te whakatipu tamariki, te whakarite hui, te kōhi moni, te mahi mā te marae, te whakahaere tīma hākinakina, mahi aroha) i te kawenga o tō tūranga mahi? Tēnā tukuna mai he tauira mēnā ka taea.</p>	
<p>Me whakamahi taputapu, pūrere, hangarau rānei koe e oti ai ō mahi? Tēnā tukuna mai he tauira o ngā mea me mōhio koe ki te whakamahi mēnā ka taea.</p>	<p>Ka hia ngā wā e whakamahi ana koe i tēnei taputapu/hangarau?</p> <p>I ako koe ki te whakamahi i tēnei i whea?</p> <p>Me mātanga koe ki te whakamahi i tēnei taputapu/hangarau? arā, me pūkenga nui ki te wakahaere, ki te whakaako rānei/hoki i ētahi atu?</p>

Āhuatanga 2. Whakaoti Rapanga

Momo Āhuatanga: pūkenga

Ko tēnei āhuatanga e tiro ana ki te whakapiki i te mōhiotanga o ngā take, ngā rapanga me ngā wero i roto i te mahi. Ka hanga pikitia hoki o te āhua o te whakatau i ēnei, ā, he aha ngā momo whakaaro arohaehae, tātari, rangahau me te auahatanga e hiahiatia ana. Me ngana ki te whakaatu tauira o ngā momo rapanga e noho haepapa ana te kaimahi ki te whakatau, ā, e hia te nui o te anga, te ārahitanga, te tautoko rānei kei a ia ki te mahi i tēnei mahi.

Tirohia:

E kore e taea e te kaiwhakautu te kōrero i ngā rapanga 'iti' e whakatauhia auautia e ia mōna tonu, ētahi atu rānei (pēnei i tōna kaiwhakahaere, hoamahi matua). Waihoki kia tūpato kei whakawarea te taumata o te whakaaro arohaehae, tātari hoki i roto i ngā mahi o ia rā.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
He aha ngā momo rapanga kei mua i a koe i tō mahi, ā, ka pēhea tō whakatau i aua rapanga?	He aha ngā pānga ki te whakahaere, te kaiwhakamahi/kiritaki hoki/rānei ki te kore tēnei rapanga e whakatauhia i te wā e tika ana?
Hei āwhea koe hiahia ai ki te tuku i taua rapanga ki tētahi atu tangata? He tauira āu?	Hei āwhea koe mōhio ai ki te tuku i tēnei rapanga ki tētahi atu?
He rapanga hou ēnei ia wā, māna rānei ko aua momo rapanga tonu hei whakatau māu?	He aha ngā mea e wātea ana ki a koe ki te āwhina ki te whakatau i ēnei rapanga? Hei tauira: <ul style="list-style-type: none"> • ngā aratohu • ngā puka tohutohu • ngā hoamahi • ngā paerewa ngaio • ngā ritenga mahi • Te Tikanga Māori (tae atu ki te whakatau tohenga)
Ko ēhea o ēnei rapanga ngā mea tino uaua rawa, ā, he aha ai?	
Ka aha mēnā ka hiahiatia ētahi rangahau, tūhura, tātari rānei hei whakatau i ēnei rapanga?	



Āhuetanga 3. Ngā Pūkenga Whakawhiti Kōrero

Momo Āhuetanga: pūkenga

Ka tiro tēnei āhuetanga ki ngā pūkenga whakawhiti kōrero waiwai hei whakaatu i te mātau ki te mahi i ngā mahi. E rapu ana ki te whakatipu i te māramatanga o te nui o te wā, ā, i ēhea āhuetanga, e hiahiatia ana ngā pūkenga whakawhiti kōrero, ā, me te matatini o te huinga pūkenga e hiahiatia ana.

Tirohia:

Ka pā tēnei āhuetanga ki ngā mea huna maha, ngā mea e iti ana te uaratia me ngā pūkenga e whakawarea ana. He mea nui tonu ki te tautoko i ngā kaiwhakautu ki te tūhura i ngā pūkenga rerekē ka whakamahia pea e rātou me te kore anō i aro ake, ia rā; hei tauira, te whakatipu hononga, te whakahaere hui, te mahi tāhi, me te whakarongo pīkari.

Ka noho ko te reo pea hei āraitanga i te mea kāore i nui pea ngā kupu hei whakaahua i ēnei pūkenga. Homai koa ngā tauira maha, ā, ka tiro mēnā i mārama koe ki tā rātou i kōrero ai.

Kia mārama tonu tō kōrero ki te kaiwhakautu, e hiahai ana koe ki te mōhio i ngā pūkenga whakawhiti kōrero e hiahiatia ana i tua noa i te kōrero kanohi-ki-te-kanohi, pēnei i ngā kōrero tuihono, pae pāpori, tuhinga kōrero me ētahi atu momo whakawhitinga.

Ka kapohia hoki ngā pūkenga ahurea maha, engari ko ngā pūkenga motuhake mō te ao Māori, pūkenga kākanorua rānei ka kōrerotia i tōna wāhanga ake.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
Ka pāhekoheko koe ki a wai i roto i tō tūranga mahi? Hei tauira, ngā hoamahi, ngā kiritaki, hapū me te iwi, ētahi atu whakahaere, kaiwhaipānga hoki.	He ā-kanohi ēnei pahekotanga, mariko rānei/hoki? (waea, imēra, pae pāpori) He pēhea te auau o ēnei pahekotanga?
He pēhea te hira o ēnei pahekotanga? arā, ka aha mēnā kāore i mārama āu kōrero, i hē rānei te rongō?	



ĀHUATANGA 3: NGĀ PŪKENGĀ WHAKAWHITI KŌRERO

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He aha ngā pūkenga whakawhiti kōrero e hiahiatia ana mō tō tūranga mahi? Hei tauira:</p> <ul style="list-style-type: none"> • Kanohi kitea (e whakatipu ana i te whakaute, te pono me ngā pūkenga whakahaere hohe) • whakarongo pīkari • te mārama ki te reo ā-tinana • te mōhio ki te whakatipu i te pono • te mōhio ki te akiaki i ētahi atu • te mōhio ki te urutau mōhiohio mō ngā hiahia a te kaiwhakarongo/kaipānui • te mōhio ki te manaaki me te tautoko • te mōhio ki te whakawhiti mārama mā te tuhi, te whakaahua, ata rānei 	<p>Me whakawhiti rawa koe i ētahi mōhiohio muna, uaua, matatini rānei? (hihira ā-kanohi, ā-tuhi hoki/rānei)</p> <p>Me mōhio anō koe ki te whakatipu i ngā hononga me te pono ki te tangata? (hihira ā-kanohi, ā-tuhi hoki/rānei)</p> <p>Me whakarite, whakaruruku rānei koe i te whakawhitinga kōrero i waenga i ētahi atu (hoamahi, kiritaki rerekē, whakahaere rerekē)?</p>
<p>Ka pēhea tō urutau i tō āhua whakawhiti kōrero i te wā e whakawhiti ana ki ngā tāngata o ngā ao rerekē?</p> <p>Whakaarotia:</p> <ul style="list-style-type: none"> • te wāhi (wāhi mahi, tētahi atu wāhi/mamao rānei) • ngā karangatanga rerekē • ngā mātāwaka rerekē • ngā whakapono rerekē • te kanorau ā-roto/taera ako rerekē 	<p>Ka hia ngā wā e mahi ana koe i tēnei mahi?</p> <p>Ka pēhea te hihira mēnā i mārama āu kōrero?</p> <p>I ako koe i ēnei pūkenga i hea?</p>
<p>I roto i tō mahi, he wā anō ka mate koe ki te whakawhiti kōrero whaihua i te wā o te taumaha ā-kare ā-roto? Hei tauira, te harikoa, hiamō, raru, matakū, whētuki, ohore.</p>	<p>Ka hia ngā wā ka mate koe ki te mahi i tēnei mahi?</p> <p>He wā anō ka mate koe ki te whakaheke i tēnei?</p> <p>I ako koe i tēnei pūkenga i hea?</p>
<p>He wā anō me whakatau koe i ōu ake kare ā-roto e taea ai e koe te whakahaere i ngā kiritaki/hoamahi/rauemi i tō mahi?</p> <p>Tēnā homai ētahi tauira o ngā pūkenga e whakamahi ana koe ki te mahi i tēnei mahi mēnā ka taea.</p>	



ĀHUATANGA 3: NGĀ PŪKENGĀ WHAKAWHITI KŌRERO

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He aha te taumata o te mātauranga me te pūkenga e hiahiatia ana mō te whakawhiti kōrero whiti ahurea? Homai ētahi tauira mēnā ka taea.</p> <p>Whakaarotia:</p> <ul style="list-style-type: none"> te mātauranga o ngā ritenga whakawhiti kōrero o ngā ahurea rerekē me ngā manako te urutau i ngā rauemi kia hāngai ā-ahurea te whakapiki i ngā ritenga, pūnaha me te reo whakaurunga te mātauranga i riro mai i te wheako mā te mahi i ngā horopaki ahurea rerekē 	<p>Ka pēhea te nui o ngā mahi me whirinaki koe ki ēnei pūkenga?</p> <p>Me pēhea tō hihira mēnā i mārama āu kōrero?</p> <p>Ka pēhea tō hihira i ngā wheako a te tangata ki ō pūkenga whakawhiti kōrero whiti ahurea?</p>
<p>Me kōrero koe i ētahi atu reo e whaihua ai te whakawhiti kōrero? Homai ētahi tauira mēnā ka taea.</p> <p>Whakaarotia:</p> <ul style="list-style-type: none"> Te reo rotarota, Braille. 	<p>Ko tēhea te taumata o tētahi atu reo e tika? Hei tauira, taumata kaiwhakamāori, matatau, āhua matatau, reo taketake</p>



Āhuratanga 4. Ngā pūkenga o te ao Māori

Momo Āhuratanga: pūkenga

Ka arotahi tēnei āhuratanga ki ngā pūkenga ahurei e hiahiatia ana ki te whakatinana i te pūmautanga o Aotearoa ki Te Tiriti o Waitangi, pēnei i te rangapūtanga, te whakaurunga me te kaitiakitanga. E rapu ana i te māramatanga o te whakahaere a te tangata i tēnei pūmautanga, ā, me te āhua o tana whakawhanake me te whakamahi i ngā pūkenga ahurea me ngā mātautanga.

E rapu ana i te māramatanga me te whakaata ake i te wāhi me rapu ake ngā kaimahi ki te hiki i ō rātou pūkenga ahurea ki te kawē i haumarū, mātanga hoki i ngā mahi, i tua noa i ngā hiahiatanga mahi i tuhia. Ko tētahi wāhanga o te mārama ki tēnei, ko te whakaputa i te nui o ngā wā ka tonoa te kaiwhakautu ki te ārahi i ngā mahi ahurea, te arahitanga me te tautoko i waho ake o tāna mahi ake, engari he waiwai tonu kia mahia. Ka whakaputa pea i ētahi o ngā taumahatanga tōrite ka tau ki ngā kaimahi Māori, hei hiki i te mokowā ahurea.

Tirohia:

Ka rerekē te wheako i tēnei huinga pātai e te Māori me te Pākehā/Taiwi. Me whakamahara anō i ngā kaiwhakautu Māori ehara i te mea me whakautu rātou i ngā pātai katoa mēnā ka manawarau, ā, ka taea te whakarerekē i te pātai kia pai ai te whakautu i runga i tā rātou e hiahia ana.

I mua i te uiui, whakaarohia te tuku kōwhiringa me te whakamahere mō tētahi kaiwhakautu Māori, mēnā e mōhiotia ana he Māori ia.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He aha ngā mātauranga o te ao Māori e tika ana me mōhio te tangata e pai ai tana kawē i tō mahi? Ka uru pea te māramatanga o:</p> <ul style="list-style-type: none"> Ngā pūnaha uara a te Māori (pēnei i te mana, tapu, mauri, manaakitanga, whanaungatanga me te kaitiakitanga), ā, me pēhea te whakatinanatanga. Ngā anga pāpori, ōhanga, tōrangapū Māori me te whakaurunga pai atu. Ngā anga Māori mō te oranga me ngā taurira torowhānui mō te whakapiki oranga (he pai te tuku taurira o ngā taurira kua whakamahia e koe ki te hiki i ngā ritenga ki te wāhi mahi) Ngā horopaki pāpori, ōhanga, tōrangapū Māori hoki hei tautoko i ngā putanga mō te Māori kia whaihua, kia tika ai, e hāngai ana hoki. <p>Tēnā tukuna mai e taurira mēnā ka taea.</p>	<p>He pēhea te nui o te whakamana i ēnei pūkenga me tō taumata mātauranga i roto i tō wāhi mahi?</p> <p>Ka whakarākeitia tō mahi i tō mōhio ki te ao Māori, me te whakaaweawe i ngā whakaaro o ō hoa mahi? Mēnā āe, pēhea nei? Tēnā tukuna mai he taurira.</p> <p>Ka pēhea tō ine i te taumata o te mārama o tō wāhi mahi ki te mātauranga o te ao Māori me te taumata o te tautoko. o te ātete ka wheako koe i te wā e whakatinana ana i tēnei mātauranga? Mā tēnei ka taumaha ake pea te kaha ā-kare ā-roto o tāu e whakapeto ana i tō mahi?</p>



ĀHUATANGA 4: NGĀ PŪKENGĀ O TE AO MĀORI

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He aha te taumata o te mātau me te pūkenga i te reo Māori me ngā tikanga e hiahiatia ana e te tangata ki te kawē i tō mahi kia pai tonu? Homai ētahi tauira mēnā ka taea.</p>	
<p>He pēhea te nui o tō whakamahi i ngā pūkenga/ mātau ahurea ki te whakauru i te Māori (hoamahi, kiritaki, tūrora) kia noho hāneanea ai? Tēnā tukuna mai he tauira mēnā ka taea.</p>	
<p>Ka mate anō koe ki te whakaako i tō whakahaere me ō hoamahi me pēhea e mātau ā-ahurea ake?</p>	
<p>He aha āu mahi ki te tautoko i tō whakahaere kia mārāma ake ki tō rātou ake haukume ahurea me te mahi i runga i te wairua tautoko ki te kaupare i ērā?</p> <p>He aha ngā pūkenga mō te kawē tika i tēnei mahi? Hei tauira, awenga, māhaki, whakahangahanga, aroha, kaha, tūpato, wheako me te ārahitanga.</p>	
<p>He aha te mōhiotanga ki Te Tiriti o Waitangi e hiahiatia ana i roto i tō mahi?</p>	
<p>He pēhea tō whakatinana, whakamana rānei i Te Tiriti o Waitangi i tō mahi? He pēhea te hanga o tēnei i ō ritenga mahi o ia rā?</p>	<p>He aha ngā mea ka whakaratoa e tō whakahaere hei tautoko i tēnei mahi?</p> <p>He pēhea te nui o tō noho haepapa mō te whakatinana i Te Tiriti o Waitangi i roto i tō whakahaere?</p> <p>Me pēhea tō whakarite ka tutuki tēnei i te āhuatanga e tika ana mā ō hoamahi, kiritaki/ tūrora/kaiwhaipānga Māori hoki/rānei?</p>



ĀHUATANGA 4: NGĀ PŪKENGĀ O TE AO MĀORI

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
Ka whakarato ārahitanga koe i te ao Māori, te whakamahinga o te reo/tikanga rānei/hoki i tō wāhi mahi, mō te whakahaere whānui rānei?	<p>Koinei tētahi wāhanga o tō mahi, he tāpiritanga rānei ka tonoa, e manakotia ana rānei mai i a koe?</p> <p>He kōreor atu anō tāu mō ngā pūkenga ahurea ka whakamahia e koe i tō mahi?</p>
Hei wāhanga o tō mahi, e hiahiatia ana kia whakauru koe ki, te whakarato ārahitanga rānei ki ngā kaiwhaipānga ā-waho i runga i ngā take o te ao Māori nā runga i ō hononga ki ngā hapū, iwi rānei?	



Āhuatanga 5. Ngā Pūkenga Whakamahere, Whakahaere hoki

Momo Āhuatanga: pūkenga

Ka rapu tēnei āhuatanga i te māramatanga me te whakaata ake i te nui o te whakamahere, ruruku me te whakahaere i roto i tētahi mahi. Ka tiro hoki mēnā e hiahia ana te mahi ki te whakamahere i ngā mahi a ētahi atu, ngā hōtaka hoki/rānei me ngā wātaka.

Tirohia:

Ka whakaaro anake pea ngā kaiwhakautu e haepapa ana rātou mō ngā whakamahere mahi a ētahi atu mēnā ka rīpoata hāngai te tangata rā ki a ia. He nui ngā tāngata ka whakamahere, ka whakahaere mahi hoki a ngā kaimahi rangatira ake i a ia (te whakahaere rātaka me te whakaoti whakaarotau, te whakarite mahere haerenga me te whakarite tuhinga).

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>Te whakaaro ake i ō mahi o ia rā:</p> <ul style="list-style-type: none"> Ko wai e whakarite ana i ō tūmahi o ia rā? Nāu tērā, nā ētahi atu rānei? Ko koe tonu te kaiwhakataua me pēhea te whakatutuki i ngā tūmahi, ka whai rānei koe i tētahi hatepe kua whakaritea? Ka taea e koe te whakarite i te raupapa me te tere o te whakaoti mahi? 	<p>Me whakamahere koe i ō mahi i mua i te mahinga? Kia pēhea te roa i mua atu? He tauira āu o tēnei mahi?</p> <p>Me whakamahi koe i ētahi pūmanawa rorohiko ki te whakamahere i ō mahi?</p>
Nōu te kawenga mō te whakamahere me te whakahaere mahi pēnei i te pōwhiri, manaaki tangata?	
Nōu te kawenga mō te whakamahere/whakarite mahi mā ētahi atu?	
Nāu te mahi whakahaere i ngā wātaka hōtaka, mahere pūtea, tukanga, wā kati rānei?	Ka mahia motuhaketia e koe, i raro rānei i te tirohanga a tētahi atu?
Nōu te kawenga, ka whakauru rānei koe ki ngā mahi whakamahere rautaki pae tawhiti?	



Āhuratanga 6. Pūkenga ā-tinana

Momo Āhuratanga: pūkenga

Ka whakapiki tēnei āhuratanga i te mārama o ngā pūkenga ā-tinana e hiahiatia ana e tutuki pai ai ngā mahi. Me akiaki i te kaiwhakautu ki te whakaaro ake i ngā āhuratanga o tana mahi he pūkenga ā-tinana kei roto, mai i te whakamahi rorohiko, tae atu ki te mau i te oka hei poka i te tangata.

Tirohia:

Kei pōhēhē ngā kaiwhakautu ko tēnei āhuratanga mō te whakapaunga kaha kē. He wehe kē tēnei āhuratanga, nō reira kia mārama koe ki te kaiwhakautu kāore koe i te pātai mō te whakapaunga kaha i te mahi, engari he aha te pūkenga i muri. Mēnā ka whiwhi tonu koe i ngā mōhiohio mō te whakapaunga kaha, me rīkoata hei whakamahinga i te āhuratanga whakapau kaha.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
He mahi ā-tinana kei roto i āu mahi e hiahiatia ana i te reretahi ā-ringa, ā-kanohi, te rakanga, te raweke rānei/hoki i ngā taputapu?	Me whai whakangungu koe e riro ai ēnei pūkenga? Me whai whakangungu auau koe ki te whakahou/pupuru i tō pūkenga?
E hiahiatia ana tētahi o ngā pūkenga ā-tinana i te āhuratanga tere, tika rānei (ngā mea e rua)?	
Me taea e koe te mahi i ētahi o ēnei: <ul style="list-style-type: none"> te hiki, te neke haumaruru i te tangata, taputapu rānei te whakamau here haumaruru ki te tangata, kararehe rānei te pā tuhituhi te tuku i te oranga tuatahi te hautū waka i ngā āhuratanga mōrearea nui (tino tere, i ngā wā ohotata, te kawae pāhihi kōroiroi); te hautū rānei i ngā taputapu/pūrere motuhake 	He pēhea nei te rironga whānui o ēnei pūkenga ā-tinana e te hunga e mahi ana i tō mahi? Ka hia ngā wā e mahi ana koe i tēnei mahi? Ka whiwhi āwhina koe mēnā e hiahiatia ana ki te whakamahi i ēnei pūkenga ā-tinana?
Me urutau koe i ēnei pūkenga ā-tinana mō ngā āhuratanga rerekē?	He pūkenga ā-tinana anō āu kāore i kōrerotia?



Āhuratanga 7. Te Kawenga mō te Ārahi Tangata

Momo Āhuratanga: ngā kawenga

Ka whakapiki tēnei āheinga i te māramatanga o te ārahitanga, otirā e rua ōna wāhanga. Ko tētahi ko te ine taketake o te kaiārahitanga o te ako e hia ngā rīpoatatanga hāngai a te tangata, ā, me te nui o ana kawenga whakahaere mō aua tāngata.

Ko te mea tuarua ko te ine i te ārahi a te tangata mā te awenga, ko te tikanga o tērā kāore he mana ake i runga i te tangata, engari e kaiārah/kaitohu i ngā whakaaro e whirinakitia ana, ā, ka whakamahi i ngā pūkenga ārahi ki te whakaaweawe i ētahi atu, e puta ai ngā putanga angitu.

Tirohia:

Ko te kaiārahitanga mā te whakaaweawe, ākene kāore i tino whai uara. Ka mate pea ngā kaimahi kei te mura o te ahi ki te whakaaweawe i ngā kaiārahi matua i ngā take nui, te hanga i ngā whakatau me ngā huarahi ka whāia e te whakahaere, ahakoa kāore i a ia te mana ki te whakahau i tēnei. Ka mārāma tēnei ki ngā kaiwhakautu ko te "whakahaere whakarunga", ko te "whakaaweawe whakarunga" rānei. Ka noho huna pea tēnei i te mea ko te hua o te toi o te whakaaweawe ka mahara pea ngā kaiwhakatau take nō rātou ake ngā whakaaro/rapanga.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
He tāngata anō e rīpoata ana ki a koe? Mēnā āe, toko hia?	Kei roto koe i tētahi rōpū kaiārahi? He kawenga anō tō tēnei mahi? Tēnā tukuna mai he taurira mēnā ka taea.
Mō ngā kaimahi e rīpoata ana ki a koe, he aha ngā take ka taea e koe te whakatau, a, he aha ngā mea me rapu whakaaetanga koe i te kaiwhakahaere?	Nōu te kawenga mō tā rātou: <ul style="list-style-type: none"> • arotakenga mahi? • whakaritenga whakawhiu e hiahiatia ana? • te whakataunga moniwhiwhi me te arotake? • te rapu kaimahi hou me te whakangungu? • te whiriwhiri i ngā whakaaetanga mahi • ngā kawenga mahi me ngā tūmahī
Kei roto koe i tētahi rōpū kaiārahi? He kawenga anō tō tēnei mahi? Tēnā tukuna mai he taurira mēnā ka taea.	



ĀHUATANGA 7: TE KAWENGA MŌ TE ĀRAHI TANGATA

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He tāngata anō kāore i raro i tō mana whakahaere (arā, kāore rātou e rīpoata ki a koe, ehara koe i te kaiwhakahaere) ēngari ka whakaaweawe koe i ā rātou mahi mā ētahi o ēnei:</p> <ul style="list-style-type: none"> • arotake aropā, te hihira i ngā mahi a ētahi atu • te whakangungu • te whakangungu/whakaako/whakawhanake • te rapu whakaaetanga i te katoa/te mahi ngātahi o ngā kaiwhaipānga, rōpū rānei • te whakarato ārahitanga, tohutohu rānei mō ngā take whakahaere, ngaio rānei • te tohanga mahi 	<p>E hiahia ana koe ki te whakarato i ngā tohutohu whai mana ki te hunga i tētahi tūranga teitei ake i a koe? Homai ētahi taurira mēnā ka taea.</p> <p>Me whakamahi koe i tō mana, ki te whakaaaweawe i ā rātou mahi, whanonga rānei? Homai ētahi taurira mēnā ka taea.</p> <p>Ka uru koe ki te ahua o ngā whakaritenga, whakamanatanga paerewa ngaio rānei i tō whakahaere, arā mā te tuhi i ngā aratohu, whakawhanake whakangungu rānei?</p>



Āhuatanga 8. Te Kawenga mō ngā Mōhiohio

Momo Āhuatanga: ngā kawenga

Ka tiro tēnei āhuatanga i te kawenga a te kaimahi mō te kohinga, te puritanga me te tiakitanga o ngā mōhiohio me te taumata o te muna o ēnei mōhiohio.

Tirohia:

Ka raweke (tukatuka, whakauru, pupuri) pea ngā kaiwhakautu i ngā mōhiohio muna, matatapu rānei mā ētahi atu. Hei tauira, te whakahou i ngā puringa hauora tūroro, te puri i ngā tuhinga/uiui a te kōti. Kei kore pea ērā e mahi ana i tēnei mahi e tautohu i tenei hei kawenga mōhiohio, engari he mea nui tonu kia hopukia.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
He kawenga ōu mō ngā mōhiohio whānui (kāore i muna, matatapu rānei)? Hei tauira, ngā tātauira, pūrongo, raraunga, puringa.	Ka tiria tēnei kawenga ki ētahi atu? He aha te mutunga mēnā ka ngaro ēnei mōhiohio?
He āheinga tōu ki ngā mōhiohio matatapu, muna rānei (ā-whaiaro, ā-ahumoni, ngā mea e rua rānei)?	Nōu te kawenga ki te kōhi i ēnei mōhiohio? (arā, te tiki atu i tētahi me te rekoata). Tēnā homai koe he tauira. Nōu te kawenga ki te tiaki i ēnei mōhiohio? (arā, te whakauru, te pupuri ki te wāhi tika, te whakarite kia haumaruru te pupupuri me te tuku i ngā wā tika anake rānei/hoki). He aha te mutunga ina tukuna ēnei mōhiohio?
He kawenga ōu mō ngā taonga Māori, te mana whakairo hinengaro Māori, te raraunga, ngā taonga tino tapu nei?	Ka pēhea tō whakahaere i ngā mōhiohio, rauemi tapu rānei, me te whakahaere i te mana tino rangatiratanga, kaitiaki rānei i aua rauemi?
Nōu te kawenga ki te hanga me te pupuru i tētahi pūnaha mōhiohio i te wā e puritia ana ngā mōhiohio matatapu/muna?	Ka tiria tēnei kawenga ki ētahi atu? He aha te mutunga mai ina pakaru tēnei pūnaha?



Āhuratanga 9. Kawenga mō ngā Rauemi Ōkiko, Ahumoni hoki

Momo Āhuratanga: ngā kawenga

Ka rapu tēnei āhuratanga i te māramatanga o ngā kawenga a te kaimahi mō te moni, ngā take ahumoni me ngā whakahaere i ngā takuhe, me te āhua me te nui o ēnei kawenga. Ākene pea he mahi ā-ringa pēnei i te whāwhā moni, te whakapai me te whakatika taputapu, ko ngā kawenga āhua rautaki ake rānei pēnei i te kaute putunga, te tonono rauemi, te whakamahere, te tukatuka nama, te tuhi tonono pūtea rānei.

Tirohia:

Ka whakawarea pea ētahi mahi hei kawenga, otirā ko ngā mahi pea e kitea ana he mahi kaiparāoa, hēketeretari rānei pēnei i te: tonono rauemi tuhi, te tiaki me te whai haere i te pūtea iti, te tuhi nama, te whakaōrite i te rēhita moni, te tonono pūtea. Me whakarite mēnā e tohu ana ngā kaiwhakautu i ngā kawenga, ka whakamahi koe i ngā akiaki mai i te rārangi ki te hihira mēnā e tika ana tērā.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He kawenga ōu mō ngā rauemi ahumoni, arā, te raweke, te whakapau, te tohatoha, te mahi moni rānei? Tēnā tukuna mai he tauira mēnā ka taea.</p> <p>Whakaarotia:</p> <ul style="list-style-type: none"> • moni (iti, nui rānei) • moni ōati • rawa • nama taurewa • utunga kāri taurewa • ngā nama • ngā pūtea whiwahi • ngā takuhe • ngā moni whiwahi • ngā moni hua 	<p>He aha te āhua o ō kawenga mō ngā moni? Hei tauira:</p> <ul style="list-style-type: none"> • ka tika te whakamahere • te mahi moni/kohi moni • tonono pūtea • ngā tonono whakamahere • te whakapau/te whakamana whakapaunga • whakahaere utunga • te pupuri moni • ngā whakatika/aroturuki <p>Ka tiria tēnei kawenga ki ētahi atu?</p> <p>Ka mate anō koe ki te whakapiki i te whakatau ki tētahi atu?</p>
<p>He kawenga ōu mō ngā rauemi ōkiko? Hei tauira:</p> <ul style="list-style-type: none"> • utauta • taputapu • pūrere • taonga puoro • pukapuka • ngā hua • ngā tātauira me ngā tuhinga 	<p>He aha ō momo kawenga mō ngā rauemi ōkiko?</p> <ul style="list-style-type: none"> • te whakapai • te tiaki/whakatika • te whakahou/tonono anō • te whai haere/ te kaute putunga



Āhuatanga 10. Te Kaenga o ngā Putanga ā-Whakahaere

Momo Āhuatanga: ngā kawenga

Ka rapu tēnei āhuatanga i te māramatanga o te kaupapa o tētahi whakahaere, ā, me te wāhi ki te kaimahi i roto i tērā kaupapa. Mēnā ko te kaupapa o te whakahaere ko te tuku mātauranga ki ngā tamariki, ā, ko te kaimahi he kaiako, mā tēnei āhuatanga e āwhina ki te whakaputa kia kitea ai ngā kawenga a te kaiako mō te tuku i aua putanga.

Tirohia:

Kei tahuri pea ngā whakahaere whai i ngā tauākī me ngā whāinga tiketike ki te tautohu i ngā kaimahi matua me ngā mātanga anake hei kaimahi e whai wāhi ana ki aua putanga. Nā tēnei ka whakawarea pea ngā whai wāhitanga a ētahi atu kaimahi. He tino waiwai pea te pātai "ka aha mēnā kāore tō tūranga i konei" mō te whakamahi i ngā kaiwhakautu ki te āta whakaaro i te pānga o tā rātou mahi ki aua whāinga.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
Whakaarohia tō mahi, ā, ka aha mēnā kāore tō tūranga i konei, (kāore i mahia e tētahi) he aha te mutunga mai ki te whakahaere?	
He aha te mea e whakaohoho ana i a koe ki te mahi i tāu mahi? He pēhea te nui o te arotahi ā-putanga?	He aha te mea e uruhi ana i a koe i tō arotahi ki ngā putanga?
He pēhea te nui o tō kawenga i roto i tō wāhi mahi? Tēnā tukuna mai he tauira mēnā ka taea.	He aha te haepapa whakamautunga mō tō mahi? arā, kei a wai te "kōrero whakamutunga"?
He pēhea te nui o tō wātea ki te whakaaweawe, ki te whakatau take/panoni rānei i tō wāhi mahi?	Ka hia ngā wā ka tūtaki koe ki tō kaiwhakahaere/ ka whiwhi tohutohu i a ia rānei?



Āhuatanga 11. Kawenga mō ngā Ratonga ki te Tangata

Momo Āhuatanga: ngā kawenga

Ka tiro tēnei āhuatanga ki ngā ratonga ka tuku te kaimahi ki ētahi atu. Ko te hunga pea kei waho, kei roto rānei i tō whakahaere (ngā mea e rua rānei). Ka rapu hoki kia mārama ki te taumata o taua kawenga, i runga anō o te tuku i te ratonga whānui, te urutau rānei i te ratonga kia hāngai ki ngā hiahia whānui. He mea waiwai tonu kia puta mai te mahi a te kaimahi ki te aromatawai i ēnei hiahia me te whakawhanake i te ratonga.

Tirohia:

Kei pōhēhē he ōrite te mahi (hōhipera, toa, kawhe, kura) i tētahi horopaki ka tukua mai, ā, me te āhua o ngā kaimahi ratonga. E rapu ana mātou kia mārama ki te nui o te taurangi, te matatini me te hurihanga o ēnei hiahia, me te nui o te kawenga kei te kaimahi ki te urupare ki ēnei.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>I roto i tō mahi ka whakarato hāngai koe i ngā ratonga ki te hunga kei waho i tō whakahaere? Ko ētahi taurira pea:</p> <ul style="list-style-type: none"> • ngā kiritaki • ngā tūrora • • ngā ākongā • ngā kiritaki 	<p>He aha ngā momo ratonga ka whakaratoa e koe?</p> <p>Ka pēhea te auau o tō whakarato i ēnei ratonga?</p> <p>Nōu te kawenga ki te whakawhanake i te ratonga e tukua ana?</p>
<p>E rongoa ana koe anō nei e rua kē o kawenga, ki tō whakahaere me ō hapori, pēnei i ngā whānau, hapū me ngā iwi?</p>	<p>Ka noho hāngai anō ēnei i ngā wā katoa, he wā anō ka tuki rānei? He pēhea te whakahaere i tēnei?</p>
<p>I roto i tō mahi ka whakarato ratonga koe ki te hunga i roto i tō whakahaere, pēnei i te tautoko i tētahi tūranga matua, te tautoko puta noa rānei i te whakahaere? Tēnā tukuna mai he taurira mēnā ka taea.</p>	<p>Ka pēhea te auau o tō whakarato i ēnei ratonga?</p>



ĀHUATANGA 11: KAWENGA MŌ NGĀ RATONGA KI TE TANGATA

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
Ka mate anō koe ki te aromatawai i ngā hiahia o te hunga e tuku nei koe i nga ratonga ki a rātou?	
Ka mate anō koe ki te tēra, te hoahoa anō, te panoni rānei i te tikanga tuku i te ratonga i runga anō i taua aromatawai?	
He pēhea nei te pānga o ēnei ratonga e tukuna ana e koe i runga i te hunga e whiwhi ana?	
Nōu te kawenga mō ētahi atu pēnei i te kiritaki. whānau hoki/rānei, e tutuki pai ngā putanga mō rātou?	



Āhuatanga 12. Te Kaha Kare ā-Roto

Momo Āhuatanga: Te Kaha

Ka rapu tēnei āhuatanga ki te hanga pikitia o ngā momo pēhanga kare ā-roto ka tau ki runga i te kaimahi. E rapu ana koe kia mārama ki ngā momo āhuatanga, mahi rānei e mahi ana te kaimahi e pēhi ana i a ia ā-kare ā-roto nei, ā, he pānga kāre ā-roto ki a ia hoki/rānei.

Ko te auau te mea matua i konei. Whāia tēnei aratohu e taea ai e te kaiwhakautu te whakamōhio i te nui o te wā i wheako tētahi āhuatanga:

- Mokorea
- I ētahi wā iti nei
- I ētahi wā
- Āhua nui ngā wā
- He nui ngā wā
- I ngā wā katoa

Tirohia:

Ko te kaha kare ā-roto ehara i te mea ka puta ake i ngā wā o te ahotea, o te wairua kino rānei. ka hiahiatia pea te kaha kare ā-roto i te wā e mahi ana ki te pupuri i ngā hononga i waenga i ngā rōpū kia tōtika ai, ki te whakapiki wairua i ngā wāhi mahi/akomanga, te mahi rānei i te taha o tētahi atu i te wā o te taumaha, engari he wā koakoa anō pēnei i te whānautanga.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
I a koe e whakaaro ana mō tō mahi, he wā anō e hiahiatia ana te kaha kare ā-roto i a koe, hei tauira, te whakatau i ngā wā e te taumaha kare ā-roto (te koa, te hiamō, te raru, te mataku, te riri, te whētuki, te ohore?)	Ka pēhea te auau o ēnei tātūnga? Ka mate anō koe ki te whakatau i ngā momo tatūnga rerekē e hiahia ana i te kaha kare ā-roto i te rā kotahi?
E noho whakaraerae ana koe ki ngā whiu ā-tinana, ā-kupu rānei i tō wāhi mahi?	He auau anō?
E noho whakaraerae ana koe ki te haukume, ahakoa mōhio-kore, tētahi atu rānei, i tō mahi?	Ka pēhea te pānga ki a koe ā-kare ā-roto nei o te whakahaere i tēnei haukume?
Ka whakamahi anō koe i te kaha kare ā-roto ki te whakatenatena i ngā hononga (pēnei i ngā hoamahi, kaiwhaipānga, kiritaki) kia mārie ai? Tēnā tukuna mai he tauira mēnā ka taea.	



ĀHUATANGA 12: KAHA Ā-KARE Ā-ROTO

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
Ka whakamahi koe i te kaha kare ā-roto hei whakahaere i ō kawenga i waenganui i tō whakahaere me ō hapori pēnei i ngā whānau, te hapū me te iwi?	
Me whakarite koe i ngā tikanga pēnei i te pōwhiri, te kawae i ētahi mahi mātanga hoki/rānei i te wā o aua tikanga pēnei i te kaikaranga, kaikōrero rānei?	He aha te pānga o te kawae i ēnei mahi ki te nui o te kaha e hiahiatia ana i roto i tō mahi (ahakoa ā-tinana, kare ā-roto, tētahi atu).
He aha te pānga o te kaha kare ā-roto i roto i tō mahi, i runga i a koe? (i te wā roa, wā waenga, wā roa rānei)	



Āhuetanga 13. Kaha ā-Tairongo

Momo Āhuetanga: Te Kaha

Ka rapu tēnei āhuetanga ki te whakautu mai i ngā taumahatanga i runga i te kaimahi e pā ana ki aronga me te arotahi. Ka rapu ki te hanga pikitia o te āhua o ngā tairongo e whakamahia ana ki te whakarite i te tutukitanga pai o ngā mahi me te momo kaha kei roto i te whakatutuki i tēnei. Ka uru ki ngā taumaha ā-tairongo te hiahia kia aro ā-hinengaro i te wā ina whati taua aronga, ka whai pānga ki te mahi. Ko te kaha o taua taumaha e pā ana ki te auau o te wā e hiahia ana ngā kaimahi ki te aro ki te whakarongo, te titiro me ētai atu. Akene pea ka pā i ētai wā, he auau rānei.

He mea nui tonu kia mahara ake ka uru ki ētai tūranga mahi te huringa wawe o te aronga e taea ai te urupare ki ngā pātai/mahi maha.

Nā ngā taumaha ā-tairongo ka pā te māuiui ā-tairongo.

Ko te auau te mea matua i konei. Whāia tēnei aratohu e taea ai e te kaiwhakautu te whakamōhio i te nui o te wā i wheako tētahi āhuetanga:

- Mokorea
- I ētai wā iti nei
- I ētai wā
- Āhua nui ngā wā
- He nui ngā wā

Tirohia:

Kāore pea i tino waia te tangata ki te whakaaro ake i te āhua o tana whakamahi taironga i te mahi. Ka hiahia tautoko pea ki te kōrero he aha te mea e rapua ana, ā, me ētai atu tauira. Ko te hunga e mahi ana i ngā tūranga hātepe, tōai rānei ka uua pea te tautohu māmā i te kaha ā-tairongo, ā, ka hiahia pea i ētai atu akiaki ki te whakaaro ake he pēhea te āhua o te taumahatanga i ā rātou tūranga mahi hātepe.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>Ko ēhea ngā momo mea i tō mahi me kaha te aro atu, ngā mahi rānei ka whakangoikore i ō tairongo, te hanga māuiui ā-hinengaro hoki/rānei? Hei tauira:</p> <ul style="list-style-type: none"> • Te aro ki tētahi mahi i te rorohiko he taumahatanga ā-tairongo i runga i ō karu • te whakahaere hui he taumahatanga ā-tairongo maha i puta ake i te whakarongo, te tiroiro me te kōrero • te hautū waka he taumahatanga ā-tairongo maha pēnei i te whakarongo me te noho mataara. 	<p>He pēhea te nui o te wā e hiahiatia ana te kaha ā-tairongo?</p> <p>He tōai te hiahia i te kaha ā-tairongo (arā te mahi i taua mahi hoki atu hoki atu), he nui rānei ngā momo āhuetanga e hiahia ana i te kaha ā-tairongo?</p>
<p>Ina whati te aro i te wā e mahi ana ka pēhea te putanga? arā, ka taea anō te haukoti i a koe, ā, he pānga kino tō tēnei ki tō mahi?</p>	



Āhuatanga 14. Te Kaha ā-Tinana

Momo Āhuatanga: Te Kaha

Ka rapu tēnei āhuatanga ki te whakatau e hia te nui o te kaha ā-tinana e hiahiatia ana e te kaimahi ki te mahi i tāna mahi. Ka tiro tēnei ki tua noa i te kaha ā-tinana noa (pēnei i te hīkoi, nekehanga o ia rā).

Ko te auau te mea matua i konei. Whāia tēnei aratohu e taea ai e te kaiwhakautu te whakamōhio i te nui o te wā i wheako tētahi āhuatanga:

- Mokorea
- I ētahi wā iti nei
- I ētahi wā
- Āhua nui ngā wā
- He nui ngā wā
- I ngā wā katoa

Tirohia:

E kore pea ngā kaiwhakautu e tautohu i te kaha ā-tinana i te wā e iti ana te taumata o te taumahatanga. He mea nui tonu te whakaputa i tēnei taumahatanga taumata iti me te mārama ki te auau. Hei tauira, mēnā e hiahiatia ana te kaimahi ki te tū ka kīia pea he kaha ā-tinana iti, engari mō te 12 hōra ka piki te auau o te kaha, ā, he waiwai tonu kia mārama ki te kaha ā-tinana katoa e hiahiatia ana i te kaimahi.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>He aha te momo kaha ā-tinana e hiahiatia ana mō tō mahi? Hei tauira:</p> <ul style="list-style-type: none"> • te hiki • te kawē • te oma • te noho i te tūranga/nōhanga kotahi mō te wā roa • Te mahi i ngā wāhi kōpā • te haruru • te mau kaka taumaha, aukati, ētahi atu kaka PPE taumaha. 	<p>He auau anō?</p> <p>Ka taea e koe te whakatā ina hiahia ana?</p>



Āhuratanga 15. Ngā taiao wāhi mahi

Momo Āhuratanga: Taiao wāhi mahi

Ka tiro tēnei āhuratanga ki te taiao e mahi ana te kaimahi. Ka rerekē pea te āhua o ngā wāhi mahi, ā, he mea nui tonu kia mārama ki ngā taumahatanga me te pānga o tēnei i runga i te kaimahi.

Ko te auau **te mea matua** i konei *Kia mahara he paku rerekē ki ngā mea i whakamahia i mua (he iti ngā whiringa)*. Whāia tēnei aratohu e taea ai e te kaiwhakautu te whakamōhio i te nui o te wā i wheako tētahi āhuratanga:

- Mokorea
- I ētahi wā iti nei
- I ētahi wā
- Āhua nui ngā wā
- I ngā wā katoa

Tirohia:

Tērā ngā pōhēhē ko ngā taiao mahi katoa (te tari, tētahi atu rānei) he wāhi mōrearea koe. Me whakarite e tautoko ana koe i te kaiwhakautu ki te whakaaro mō tō rātou taiao mahi mai i te tirohanga o te hauora me te haumaruru.

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
Ka taea e koe te whakaahua i te taiao e mahi ana koe? Hei tauira, he tari tiri, he tari ā-kāinga, he wāhi whakatū whare, he wāri rānei.	
E whakaraerae ana koe ki ngā taiao mōrearea, kino rānei? Hei tauira: <ul style="list-style-type: none"> • puehu/paru • hau kino/hau orotā • te hoihoi • roke tangata, kararehe rānei • ngā pāmahana hārukiruki • wāhi teitei • te huarere (te mahi i waho i ngā huarere katoa) • ētahi atu mate 	He auau anō? Ka taea e koe te whakatā ina hiahia ana?



ĀHUATANGA 15: NGĀ TAI AO WĀHI MAHI

Pātai tīmatanga	Ngā pātai whaiwhai/akiaki
<p>Nā te mahi e whakaraerae ana koe ki?</p> <ul style="list-style-type: none"> te wharanga ā-tinana te riaka tōai (pēnei i ngā wā patopato, hikihihi). 	
<p>He aha ngā kaupapahere (mēnā rā), ngā tikanga me ngā ritenga e mōhio ana koe ka tuku i te taiao mahi hauora me te haumarū?</p> <p>Whakaarotia:</p> <ul style="list-style-type: none"> ngā kaupapahere/tikanga hauora me te haumarū ngā kaupapahere/tikanga hawene ngā kaupapahere/tikanga tōkai ngā kaupapahere/tikanga o Te Tiriti o Waitangi 	<p>He pēhea te nui o te whakarato tautoko o ēnei kaupapahere me ngā tikanga mōu e whakahaere nei i tō taiao mahi?</p>
<p>He kōrero anō āu mō te āhua o te taiao mahi hei kōretanga māhau?</p>	

Ngā pātai whakakapi (ngā āhuatanga katoa)

He kōrero anō āu i mua i te whakakapinga?

He pātai anō au ki a mātou?







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