

# Whānau Support – Te Tautoko a te Whānau

**Kāore te kumara e kōrero ana mo tōna ake reka**

**The kumara does not talk about its own sweetness**

This whakataukī speaks to being humble and modest and for some cultures, one of the hardest parts of an interview can be to talk about oneself.

Te Papa Atawhai values the diversity of people, and our recruitment processes aim to manaaki and awhi candidates to bring their authentic self to our organisation and mahi.

Candidates may request to bring whānau or a support person to their interview. Whānau support is encouraged and can provide a valuable insight into your skills and experiences. It is useful when a candidates personal or cultural values might limit the information provided at a formal interview and is an opportunity for whānau to kōrero to your strengths and abilities.

## **Tautoko – support**

You have the best possible opportunity to display your skills and experience with support from your whānau. You and your whānau can be assured that you will be treated in an inclusive and safe manner, respectful of your cultural values. Support can comprise of whānau members, Kaumātua, friends or community representatives.

## **Whakawhanaungatanga – establishing relationships**

The interview process is about establishing a connection between us, Te Papa Atawhai, candidates and their whānau. Candidates and whānau may wish to learn more information about the role, teams, support for staff, opportunities for training and development and values alignment.

## **Process**

When we notify you of an interview, let the Recruitment Advisor or Coordinator know that you would like to bring whānau or support people. We will discuss with you:

- welcoming process – mihi, karakia

- size of the roopu tautoko (support group) accompanying you
- role of whānau or support people in the interview process
- candidates and whānau or support people may speak in either English, Māori or your nominated language, with translation
- encourage whānau to read the advert and role description to understand our organisation and mahi

This information will allow the panel to prepare for the interview appropriately.

### **Whānau support interview**

The candidate and whānau are welcomed with a mihi and/or karakia as agreed and will have the opportunity to respond.

The panel will interview the candidate using the same questions, as for the other interviewed candidates. At the end of the interview, the candidate and whānau or support people will have an opportunity to ask questions. Whānau or support people will be invited to speak and share some kōrero on behalf of the candidate.

The chairperson of the panel will indicate when the interview is complete. The whānau or support people will be thanked for attending and will have the opportunity to respond.

The interview will close with a mihi and/or karakia.

Whilst we encourage whānau and support people to be present in the interview room with you, your whānau may choose to accompany you to the interview and not partake in that part of the process. Our team will manaaki and take care of your whānau whilst they wait for the interview to be completed.