

Hononga (relational):

Reflective questions

- How strong is our relationship? How well do I know this person (and vice versa), within and outside of the service?
- Are there bias/assumptions (positive or negative) you might have that you need to remove from the process?
- How well/often do I acknowledge their position within the service whānau? Do they understand their position?
- Have I supported them to build strong relationships within the service?

Tinana (physical):

Reflective questions

- Have I created an environment where people can share feeling, ideas and beliefs without penalty?
- Have I created an environment that supports teacher's physical health and wellbeing?
- Have I given them all the tools/ knowledge they need to succeed?

Hinengaro (psychological):

Reflective questions

- What is their passion and love about what they do?
- Have I identified their fears or barriers within this process, and addressed them?
- How do they display /express emotions? Are there opportunities to express and share emotions safely?
- Are there clear understandings about expectations? Are you identifying missteps and confronting problems objectively, openly and transparently (always include positive feedback too)?

Mana Motuhake (self-concept):

Reflective questions

- How are you and the service supporting their cultural identity?
- What support have you given to nourish their identity in the service?
- How might you support and uplift their mana
- What opportunities are there for them to make choices in this process
- What opportunities have you given them to work within their skills and strengths?

Action Plan/ Next steps:

What are the things I will do?

What are the things I need to find out?