



## Worksheet #4: Defining Your How

*A guide to show how you put your values into action*

### What values guide your mahi?

**Think about:**

- Tikanga Māori values like *manaakitanga*, *whanaungatanga*, *kaitiakitanga*, or *tino rangatiratanga*
- Organisational principles or personal commitments (e.g. dignity, equity, co-creation)
- Cultural or spiritual worldviews that guide how you show up

**Prompt:**

"We are guided by \_\_\_ because we believe \_\_\_ matters most in our mahi."

**Example:**

We are guided by *manaakitanga*—ensuring all people feel respected, supported, and seen in our spaces.

### What do you do with those values?

Describe the practices that bring your values to life. How are they visible in your day-to-day mahi?

**Think about:**

- Co-design, hui, talanoa, peer mentoring
- Healing-based, trauma-informed, kaupapa Māori or Pasifika approaches
- Frameworks you use (e.g. Te Whare Tapa Whā, Fonofale, Appreciative Inquiry)

**Prompt:**

"We bring our values to life by... / Our team shows this through..."

### **Example:**

We host regular hui where whānau lead design and decision-making, guided by shared values and lived experience.

### **What makes your approach different?**

Focus on your unique strengths, style, or point of difference. What makes your mahi feel distinct from other organisations or services?

### **Prompt:**

"What sets us apart is..."

### **Example:**

Our work is peer-led, grounded in local wisdom, and shaped with—not for—our community.

### **How does your 'how' reflect the people you serve?**

Think about how your mahi connects to identity, language, culture, and lived experience. How do your values and methods support belonging and voice?

### **Prompt:**

"Our approach honours the people we serve by..."

### **Example:**

We embed reo Māori and local pūrākau throughout our programme and involve kaumātua in design and delivery.

### **Final 'How' Statement**

**Now bring it all together into one clear and powerful summary.**

This can help guide your internal mahi, onboarding, storytelling, funding proposals, or evaluations.

### **Example:**

Our approach blends kaupapa Māori values with tuakana–teina mentoring. By centring whakapapa and peer-led learning, we create safe and empowering spaces for rangatahi to grow into confident leaders.