

There is a saying in Te Ao Māori (*the Māori World*):

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E kore te kūmara e kī ake ki a ia he māngaro.

*The kumara does not sing of its own sweetness.*

## Overview

This whakatauki (*proverb/saying*) demonstrates the need for someone else to sing your praises, i.e.: not to ‘blow your own trumpet’. This is an important aspect of one’s own humility, however in contemporary times, it needs to be tempered with the need for applicants to promote their own skills, attributes and experiences in an interview situation when applying for positions.

## Confirming the Intention

When inviting shortlisted applicants for an interview, it is important to ask them if they would be interested in bringing whānau support/support people, whether or not this was indicated in their application. You can do this when you are providing them with information about the date, time and place of the interview. It is important to confirm this prior to the interview process, as the presence of whānau/support people in an interview has the potential to change the dynamics.

## Setting Expectations

If the applicant is opting for whānau support/support people, ask them what their expectations are and how they envisage the interview will go.

For example:

- ✘ How many support people will be present? (*Ensure you have enough seating or space in the allocated interview room.*)
- ✘ Is it likely that a whānau member/support person will mihi (*greet*) to the interview panel at the beginning of the process? (*In which case you need to have someone on the panel who can appropriately respond.*)
- ✘ Will they speak solely in te reo Māori, in both languages or in English only? (*If in Māori, you will need to have a Māori speaker on the panel.*)
- ✘ When would be the appropriate time for whānau/support people to contribute to the interview? (*While this generally happens at the end of questioning, to support statements and examples shared by the applicant – which is practical and appropriate in an interview situation – the applicant may have other ideas.*)
- ✘ It is worthwhile outlining your expectations also so that *both* parties are clear on the proceedings prior to the actual interview. Remember, at the end of the process, it is the applicant who will have to successfully execute the tasks of the position, not their whānau/support people.

**NOTE:** Whānau support/support people are not restricted to Māori applicants; this option is open to anyone who wishes to involve whānau/support people in the interview process. Also, do not assume that because applicants are of Māori descent that they will necessarily request whānau support at the interview.

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Ehara taku toa; i te toa takatini.  
Ehara (he) takimano; no aku tupuna.

*My strength comes not from one source,  
but from thousands; my ancestors.*