

### Understanding tuakana and teina (Māori mentoring / coaching concept)

Learning is a shared journey, often involving many parties. This is no different in te ao Māori. The term *tuakana* can be understood as an older sibling, and *teina* can be understood as the younger sibling. In the context of mentoring and coaching, the relationship between tuakana and teina can be understood as a more senior experienced individual (tuakana) supporting a younger less experienced individual (teina) to learn and grow. In many cases this relationship can lead to mutual learning.

This gradual, mutual learning process is known as 'ako' in te ao Māori, and it includes the dual roles found in the tuakana-teina relationship. The aim is to help learners feel a sense of belonging in their learning environment and to provide any additional support they might need. This relationship goes both ways and is voluntary, with both parties learning from each other, rather than being driven by monetary value.

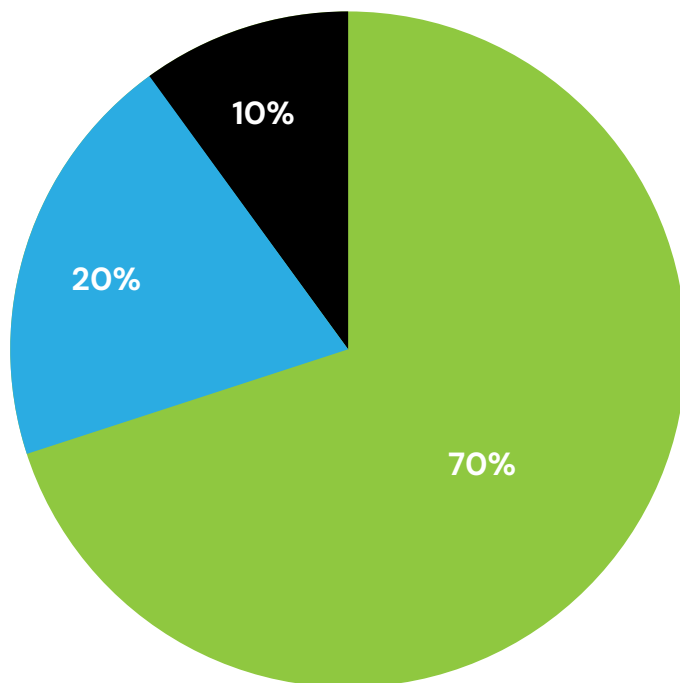
This dynamic is context specific, for example in your workplace the mentor may represent the tuakana and a new hire may represent the teina. But in a different situation this relationship may change. For example, in a cultural environment the new hire may actually be the tuakana, and the mentor may be the teina. This is something to be aware of.





## How People Learn

The 70:20:10 rule provides a useful rule of thumb for understanding how people learn and develop:



### **Self-development**

On the job experience



### **Guided development**

Mentoring & coaching in the workplace / colleagues & friends



### **Structured development**

Extracurricular training / course work