



## An introduction to Mata Ārahi Manomano

Mata Ārahi Manomano is a learner focused career pathways framework, honouring Te Tiriti o Waitangi.

Mata Ārahi Manomano aims to assist learners and their whānau navigate their career pathway throughout their entire lifetime.

These bilingual cards have been designed to support the framework to help learners create their own pathways to their “success”.

The framework has three kaitiaki (guardians): Hiwa-i-rangi, Maauī & Tane Aukaha. These kaitiaki guide the 6 pou of Aroha, Aspiration, Adventure, Attitude, Action and Angitu.

The pou are the foundations of Mata Ārahi Manomano and can be used to guide and shape ideas of innumerable pathways that are yet to be discovered.

The inception of the pou came about when thinking of skill standards and “Achieved” being the bare minimum of success. Hence each pou starting with the letter A.

The line up of A’s acknowledges ngā piki me ngā heke – the ups and downs of life. It is also symbolic of the rhythm of the heart. It means we are alive! Kei te ora tātou!

## The Tohu | The Logo

Each diamond has dual symbolism representing both vocational pathways and learners, essentially “diamonds in the rough”. Each diamond is a pou of Mata Ārahi Manomano.

In tukutuku (a Māori construct of patterns), the diamond is referred to as waharua or two mouths and is symbolic of courage and commitment, something you need when pursuing any career path.

The layout of the tohu is representative of non-linear pathways, desires, goals and aspirations. Every pathway is unique to the learner. The circle also demonstrates that building on our skills is an endless journey.

The central weave shows that there are multiple entry and exist points to all our career pathways.

The dark circle is the unknowing, and as learners build skills they begin to see pathway possibilities.

The name Mata Ārahi Manomano means ‘Face of innumerable pathways’:

- Mata – Face
- Ārahi – Pathway
- Manomano – Innumerable, countless, infinite

## Kaitiaki | Guardians



### Hiwa-i-te-rangi

During the Matariki celebrations in 2023 the concepts of Mata Ārahi Manomano began to take shape. Our desire to have a framework sent to Hiwa-i-te-rangi, demonstrates that she is the kaitiaki of the pou Aroha and Aspiration.

Hiwa-i-te-rangi, the youngest of Rehua and Matariki, translates to “the growth within the stars” (Whaanga, Harris, & Matamua, 2020). She embodies hope and brings youthful energy.

The word “Hiwa” has several meanings, including vigorous growth, focus and a steering paddle (Williams, 1971). The essence of Hiwa-i-te-rangi is planning, preparation, and the hope of acquiring abundance.

Her skills include listening, encouraging planning, thoughts and ideas, and receiving our dreams and aspirations and ultimately helping the universe inspire success for all.

We are encouraged to consider how our dreams and aspirations contribute to our whānau, hapū, iwi, communities, regions, country, and ultimately the world.

Kaitiaki to Aroha & Aspiration



### Maauī

Maauī, a prominent figure in Polynesian mythology (Westervelt, 1910), is celebrated for his remarkable characteristics of bravery and determination. These traits are vividly illustrated through the many stories passed down through generations.

He activates the curious, adventurous spirit within us. We endeavour to explore. Through all Maauī’s adventures we see him overcome trials and tribulations. Maauī is relentless in his challenges. Many of Maauī’s pūkorero (stories) include whānau.

Maauī’s bravery is evident in his daring exploits, such as his quest to slow the sun. Recognizing the need to extend daylight for his people, Maauī fearlessly confronted the powerful sun, using his strength and courage to tame it. This act of bravery not only showcases his willingness to face formidable challenges but also his commitment to improving the lives of others.

Maauī was also reknown for his transformation and shapeshifting. This is evident when he turned himself into a bird to evade his grandmother, Mahuika. This demonstrated his adaptability.

Maauī’s stories teach us the value of cleverness, persistence, resilience, grit & transformation. These skills not only define his legendary status but also serve as timeless lessons for personal and professional growth.

Kaitiaki for Adventure & Angitu

“Feel the fear and do it anyway”.

“Tūwhitia te hopo, mairangatia te angitu!”



### Tane Aukaha

Tāne Aukaha, and Tānemahuta (Māori deity of the forest & birds) are the same person. He has many names. For some iwi he is a central figure to Māori. His significance extends beyond his guardianship of the natural world, encompassing his pivotal role in obtaining the 3 baskets of knowledge. This narrative is not only a cornerstone of Māori cosmology but also a reflection of the values and beliefs inherent in Māori.

These baskets of knowledge, known as Te Kete Tuauri, Te Kete Tuatea, and Te Kete Aronui, symbolize different realms of knowledge: spiritual, ancestral, and practical wisdom respectively (KIWA Digital, 2022).

This quest underscores the importance of knowledge and learning, emphasizing that wisdom is a divine gift that must be sought with dedication and reverence.

Tānemahuta’s skills in communication are evident in his ability to convince his brothers to separate their parents, Papatūānuku (the earth mother) and Ranginui (the sky father), bringing light into the world.

His persuasive communication, both verbal and non-verbal, and his demonstration through action highlight his leadership qualities. Some pūkorero suggest that Tāne was the youngest of Papatūānuku and Ranginui’s children, while others place him somewhere in the middle.

This ambiguity allows for an analysis of his skills, suggesting that his ability to communicate and mediate between the eldest and youngest siblings aligns with characteristics often attributed to middle children.

Kaitiaki for Attitude & Action

## How do I use these cards?

The Mata Ārahi Manomano cards are here to help you reflect, dream, and plan your next steps in life and work. Each card belongs to one of six pou (pillars) that guide your journey:

- Aroha – Knowing who you are
- Aspiration – Your dreams and goals
- Adventure – Exploring what you have done, and where you are going
- Attitude – Your mindset and strengths
- Action – What are your next steps?
- Angitu – challenges and success

There are three ways you can use these cards.

### Single card draw

If you want to work on one question at a time:

- Shuffle each pou (pillar) deck separately.
- Pick one card from the whole deck.
- Read the question.
- Reflect, write, draw or research the question.

### Short on Time? Try the Quick Path

If you only have a short time, use this method:

- Shuffle each pou (pillar) deck separately.
- Pick one card from each pou (6 cards total).
- Read each question carefully.
- Reflect or write down your answers.
- Look for patterns or ideas that stand out—these can guide your next steps.

### Want a Deeper Journey? Try the Full Path

If you have more time or want a deeper dive:

- Work through all 5 cards in each pou, one pou at a time.
- Answer each question honestly—there are no right or wrong answers.
- Take notes on what you discover about yourself.
- After all pou are complete, reflect on what themes keep showing up? What excites or motivates you? What actions can you take next?

Ngā Pou | The Pillars of Mata Ārahi Manomano



Aroha

“Aro – presence. Hā – breath”. Aroha means the presence of the breath of our divine source is unconditional love” (Pere, 2019).

This pou is about discovering the passion and love from within.

Through love, we accumulate a sense of self-respect and pride in our hapū, iwi, haporī (community) and church (Mead, 2003). This aroha motivates us to learn about who we are. Having utmost aroha and respect for ourselves and others is a great anchor for careers.

Self awareness

This is a foundation of career decision-making. Understanding who we are, what natural attributes we have and what skills we are drawn to, are key to helping form a career pathway. Through love we also challenge ourselves to grow. The desire to love ourselves is guided by Hiwa-i-te-rangi.

Building self-respect and community pride

This is crucial in any career. It fosters a supportive environment where we can thrive and contribute meaningfully. Encouraging learners to embrace aroha helps them build strong, respectful relationships and a sense of belonging.

Embracing growth and aspiration

Aroha inspires us to pursue our dreams and aspirations with love and determination. By understanding and respecting ourselves, we can navigate our career paths with confidence and purpose. This journey of self-discovery and growth, rooted in aroha, leads to fulfilling and impactful careers.

The tohu

Shows the smooth flow of the kōwhaiwhai, the overlapping journey of the koru and kōpiko, and the embrace of our loved ones in this tohu. We also acknowledge the many obstacles and the journey it takes to overcome them while expressing aroha from within.

Kaitiaki

Hiwa-i-te-rangi



Aspiration

Dreams and aspirations may be influenced by our surroundings. Do we dare to use our imagination and explore what is possible?

What are we naturally good at? What skills do we want to use every day? Who in our lives are people we admire and seek to be like? Who are we sending these desires, dreams, and aspirations to?

Set clear goals

In order to understand where we are going, we need to be clear on what our aspirations are. This will help to define both short-term and long-term career objectives.

Continuous learning

One of the skills we can learn to master is resilience — to never give up and always seek opportunities to learn and grow.

Inspiration

Look up to role models and mentors who inspire you to achieve your goals. They might be people in your whānau, hapū, iwi, or haporī/community. Or they might be people you have crossed paths with and who appeal to you. Understanding why they are of interest will help you understand more of who you are.

The tohu

The poutama has been used to express this journey. We can see hints of whakairo (carvings) and pātiki in this tohu, to acknowledge hard work, wisdom, the pursuit of one's goals, and the desire that comes from this mahi.

Kaitiaki

Hiwa-i-te-rangi



Adventure

Designing our careers is the adventure of a lifetime. Activating our adventurous spirit and keeping the fire burning throughout life's

journey will give purpose in our careers.

Looking back on our origins, we are people of discovery and adventure. Our explorations across the Pacific Ocean are well documented. We are known as remarkable navigators.

We had the ability to read the stars and the environment, all while being able to plan and sustain ourselves throughout this journey.

Embrace new experiences

Be open to exploring different career paths and opportunities. You will never know if you never try. In the stories of Maaui, he was always up for an adventure, be it slowing down the sun or fishing up the North Island.

Adaptability

Work on being flexible and willing to adapt to changes in your career journey. Often, we are forced to adapt by things outside our control. How our response to these things requires us to be like water and go with the flow. Maaui was also known as a shape shifter, being able to transform his physical being to adapt to circumstances and environments. This could look like acquiring a new skill in order to perform a task for a job.

Curiosity

Cultivate a sense of curiosity about various industries and roles. There are key skills that every industry requires an employee to have.

The tohu

With every adventure comes challenges and obstacles. We stand proud as we overcome these obstacles. This tohu draws inspiration from the Niho Taniwha and Aramoana patterns. We acknowledge reaching our destination and preparing ourselves for the many new adventures ahead.

Kaitiaki

Maaui



Angitu

Angitu translates to success. Success is imminent when we are courageous and embrace the thought of failing.

When Maaui had a goal, he did whatever he needed to do. His determination was unwavering.

Success is whatever we set our minds to do and we “just do it”. Success can be different for each individual. We shape and stack our skills over time and they become a part of our success and contribution to the world. We accumulate skills through informal and formal settings both in theory and practice.

Define success

Clearly define what success means to you in your career.

Celebrate achievements

Recognise and celebrate your accomplishments, both big and small.

Reflect and adjust

Regularly reflect on your progress and make necessary adjustments to your goals and plans.

The tohu

Success is described in the whakataukī: “Tūwhitia te hopo, mairangatia te angitu! | Feel the fear and do it anyway!”

For this tohu we have drawn inspiration from pātikitiki-papaki-rango as well as the pūhoro patterns. Pūhoro (as seen in the Action tohu), focuses on the speed and agility used to move forward and accomplish one's goals. The pātikitiki-papaki-rango (fly swatter) is used here to represent driving away any fear and troubles that surround our mahi. Once we combine such skills we are able to succeed in our desired goals.

Kaitiaki

Maaui



Attitude

“From athletics, business people, career chasers they all have this x factor in various degrees. Grit!” (Duckworth, 2016). This is

a part of your attitude. In Ringa Hora's research into resilience, it was found that our people are quick, nimble and change with the times and pace of technology. Career changes in this day and age are inevitable. Having transferable skills is a form of mastery. To attain this requires a ‘can do’ attitude.

Attitude

Quite often across industries, they tell us, “Send us someone with a good attitude and we will do the rest”.

Positive mindset

Maintain a positive and proactive attitude towards life. For every flaw you see, try and see 10 positives.

Resilience

Develop resilience to overcome challenges and setbacks. We see the determination in Tane Aukaha in climbing to the heavens and all the challenges that came his way.

Growth mindset

Embrace a mindset that focuses on growth and continuous improvement.

The tohu

Our “Attitude” tohu draws inspirations from the koako, nihoniho/niho taniwha, wahaia kōpito and paepaeroa patterns which we often see adorned on the finely woven kākahu in its tāniko borders. These patterns represent bravery and being strong in the face of adversity. We strive to be persistent and positively challenge anything that threatens to alter, restrict and put a barrier in the way of our desired pathway.

Kaitiaki

Tane Aukaha



Action

What moves us to act? What motivates us to get up each day? Who do we need around us to support our career aspirations? Who do

we need to recruit? What do we need to do for ourselves to action our dreams, aspirations and accumulate skills?

Take initiative

Like Tane in his pursuit of the three baskets of knowledge, actively seek out opportunities and take steps towards your career goals.

Plan and prioritize

Create a clear plan and prioritise your career development activities.

Resourcefulness

Utilise available resources and support systems to advance your career.

The tohu

Here we are drawing inspiration from the puhoro pattern. Traditionally found adorning the thighs of Māori tāne (men), as well as on the hoe (paddle) used for waka. The puhoro is used here to represent the strength, speed and agility needed to move forward and accomplish one's goals. We take action to move forward and take the lead in our journey.

Kaitiaki

Tane Aukaha