Te Tōtara Capability Framework for strengthening a diverse library workforce

Planning, management and leadership (at every level)

Leadership and management

Evaluation and planning

Advocacy

Community care and services

Diversity, inclusion and equity

Accessibility

Hospitality, service and relationships

Sustainability

Literacies, reference and research services

Digital literacy and dexterity

Literacies and learning

Information and reference services

Research and evidence

Teamwork and collaboration

Hauora

Communication

Cooperation and information sharing

Information, knowledge and data management

Information management

Knowledge management

Data collection, analysis and management

Personal attributes

Self-management and reflection

Life-long learning

Resilience and flexibility

Collection, records and archives management

Collection management

Records and archive management

Digital content creation and curation

C

CAPABILITY GROUPS

B

ETHICS AND CONTEXT

Wider library, data, information and knowledge sector context

Library and information sector values and ethics

D

REFLECTION AND EVALUATION

D

REFLECTION AND EVALUATION

RANGATIRATANGA
(Self-determination and leadership)

KAITIAKITANGA
(Guardianship and protection)

KOTAHITANGA
(Strength in unity and teamwork)

ŪKAIPŌTANGA
(A place of belonging and nourishment)

MANAAKITANGA
(Kindness, respect and hospitality)

PŪKENGATANGA
(Continuous development)

WHANAUNGATANGA
(Kinship and relationships)

A

KAUPAPA

TE TIRITI O WAITANGI

TE AO MĀORI