



Frequently Asked Questions

What is 'Your whakaaro'?

Your whakaaro 2025 is a continuation of the kaimahi survey we rolled out in 2024 to ensure we continue to provide continuous dialogue opportunities that will contribute to enhancing workplace culture. It is a kaimahi (employee) survey which provides an opportunity for kaimahi to share their whakaaro (thoughts/ feedback) to contribute to building a positive, responsive workplace together. Responses are confidential so you will not be able to be identified in the process.

What is Qualtrics?

Qualtrics is an external, online experience tool that converts feedback into insights which we will be using for this survey. This tool also ensures that all responses remain confidential and functions under strict data privacy obligations.

Who can participate?

Permanent and fixed-term kaimahi across Tāmaki (MIT and Unitec) who started prior to 1 July 2025. This includes any kaimahi currently on leave (i.e. parental leave, sick leave, etc.)

How do I participate?

Eligible kaimahi will receive an email invitation on Monday 8 September with the subject 'Your whakaaro: We appreciate your feedback'. The invitation will have a personal link to take you through to the survey platform to provide your feedback. **Please only complete the survey from your own personal link and do not share your link with others.**

Why should I participate?

Your voice matters. It's important we hear from everyone to ensure we can identify priority needs within our control to foster a positive work experience for all kaimahi. Your whakaaro (thoughts, feedback) will provide leaders with insights to create meaningful action plans to contribute to building a positive workplace environment.

How long will the survey take?

It will depend on how much feedback you would like to provide, however in general it should take no longer than 5-10 minutes to complete.

What will be done with my feedback?

The Senior Leadership Team (SLT), extended leadership teams, people managers and People and Culture teams will review feedback to identify priority areas for improvement and actions which can be taken. Leadership teams will communicate results, and you will be given an opportunity to work with your leader(s) on developing and implementing action plans to make positive changes to your workspaces.

Do I have to complete the survey in one go?

No, you can close the survey at any time and return to it before end of day 19 September 2025 via the link in your email invitation to resume completing the survey. Once you have completed the survey and submitted your responses, you will not be able to edit your responses.

Can I change my responses once I have submitted them?

Once you have completed the survey and submitted your responses, you will not be able to edit these. Please take your time to respond and save and be sure you are happy with your responses before submitting.

Will my responses actually be confidential?

Absolutely! As we are members of the Research Association of NZ (RANZ) and abide by the RANZ code of conduct, all answers are treated as confidential and your feedback will not be identifiable as yours. If you choose to identify yourself in the survey comments, this will not be shared. No identifying information will be shared in the survey insights, reports and/or recommendations.

Is it compulsory to participate?

All kaimahi are encouraged to participate, however, it is not compulsory to do so. By providing your whakaaro, you will help create a clearer picture of what matters to us all across Tāmaki. Your voice matters.

Can I share my link with colleagues who can't find theirs?

Please do not share your link with anyone else. This link is unique to you; this enables us to combine responses within teams and generate team insights, while ensuring the whakaaro provided by you as an individual team member remains confidential.

What do I do if I can't find my survey link?

If you are unable to find your link, please search your inbox and junk folder for an email labelled 'Your whakaaro: We appreciate your feedback' from the Qualtrics platform. If you are still unable to find it, please email ODETamaki@unitec.ac.nz to be sent your unique survey link.

I am a leader, but I haven't received a team report following the closing of the survey, why?

Leaders who receive responses from six or more direct reports will receive a team insights report from the survey. This is to ensure confidentiality for all kaimahi. If you are a leader and you haven't received a report due to the number of responses, reach out to your next-up leader as you and your team may be able to contribute to creating action plans at a wider team level from the insights received.

Why am I asked to provide demographic information in the survey?

Kaimahi Māori, Pacific staff and disabled staff are our priority groups. This data will be segmented to analyse the experience of these priority groups in relation to the overall workplace culture across Tāmaki (MIT & Unitec).

When can I expect to hear results of the survey?

SLT will be reviewing insights in the weeks following the survey closing and reports being generated. Our leaders are committed to taking meaningful action in response to your feedback. You can expect to hear back from SLT in October, firstly to share the findings and following that, to share the actions they are committing to as part of the Your Whakaaro Action Plan for 2026. You will also hear from your own leader around this time who will share your team's results and work with you on developing a team action plan to make positive changes for your team in 2026.

What commitment is there to respond to and action feedback I provide?

Our leaders are committed to closing the feedback loop and identifying priority needs within their control to support you in having a positive work experience. SLT will prioritise taking meaningful action in response to feedback, with any identified quick, meaningful changes and some more thoughtful, long-term goals and commitments. To see what was committed to in 2025, please see the SLT Your Whakaaro 2024/25 Action Plan linked in the page above.

Who can I talk to for more information about Your whakaaro?

Please speak with your leader, your People & Culture Business Partner or reach out to the Organisational Development & Equity team at ODETamaki@unitec.ac.nz.

I require an adjustment or additional support to complete Your Whakaaro, what are my options?

Please reach out to the Organisational Development & Equity team to support you through any adjustments needed at ODETamaki@unitec.ac.nz.

Some adjustments may include; providing a device to be able to complete the survey, a different format for the survey, guidance with each question (pātai), etc.