



# Settling into New Zealand and your new workplace



New Zealand workplaces are different. I was quite surprised, especially as I come from an English speaking country. My workmates are very friendly but I soon realised that I had lots to learn about how things are done here.



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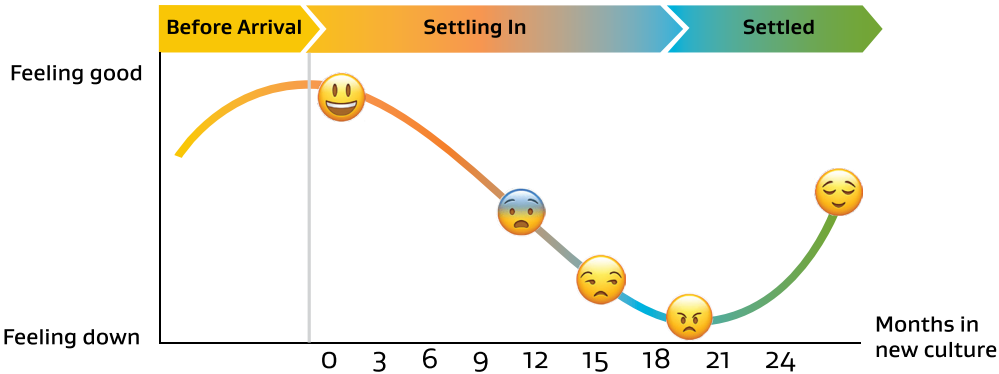







**Tip** Useful advice.

# Is it easy to settle in a new country?

All migrants go through a number of stages as they get used to their new life in a new country. It can take up to two years.

## The Settlement Curve

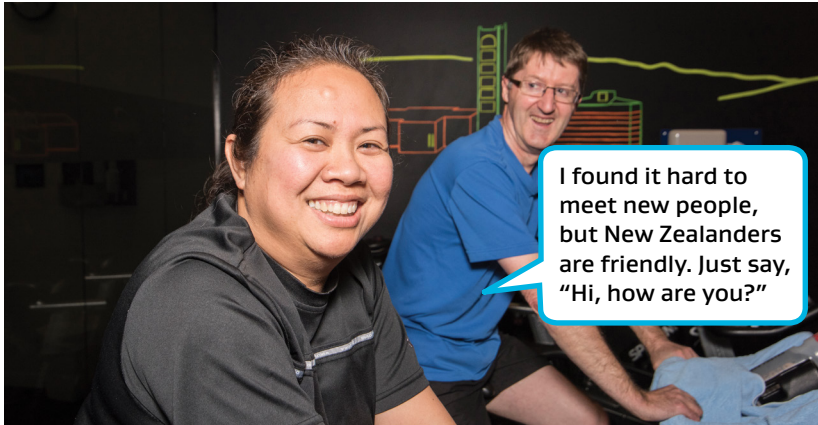


	You are excited about moving to a new life in a new country.
	You might have a bad experience, large or small, that frightens you.
	You are not sure if you want to stay – you may decide to leave.
	You fight against the bad feelings and decide to make the most of the opportunities here.
	You start to feel settled and comfortable in your new life (some people will feel settled sooner than others).



### Tip

Talk to workmates and friends and seek support for you and your family during the low period – it can make all the difference.



### Tip

Gather as much information as you can about your new job, New Zealand and the settlement process. If you are here with others, show them the settlement curve on page 1 and talk about it together.

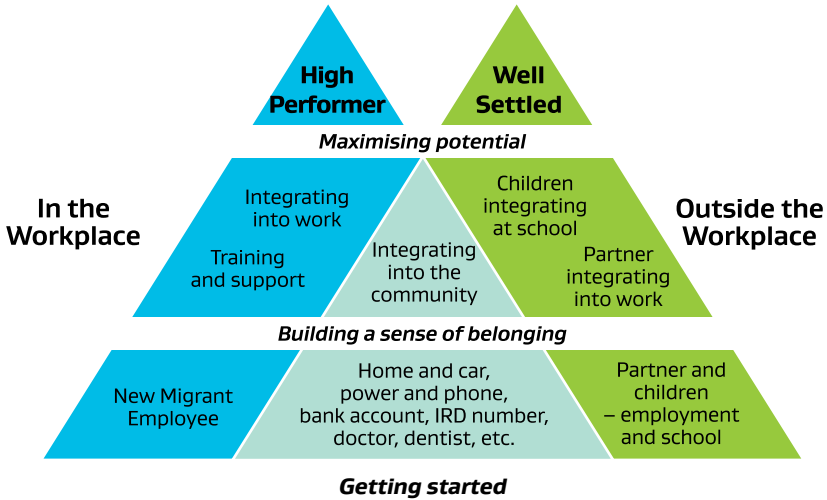
**For settlement help, visit:** [newzealandnow.govt.nz](https://newzealandnow.govt.nz),  
call **0800 776 948** or email [newmigrantinfo@mbie.govt.nz](mailto:newmigrantinfo@mbie.govt.nz)

**For information on local settlement services, see the  
Information & advice page for your region.**

**Visit:** [newzealandnow.govt.nz/regions](https://newzealandnow.govt.nz/regions)

# Can my employer help with settlement?

## Workplace Settlement Model



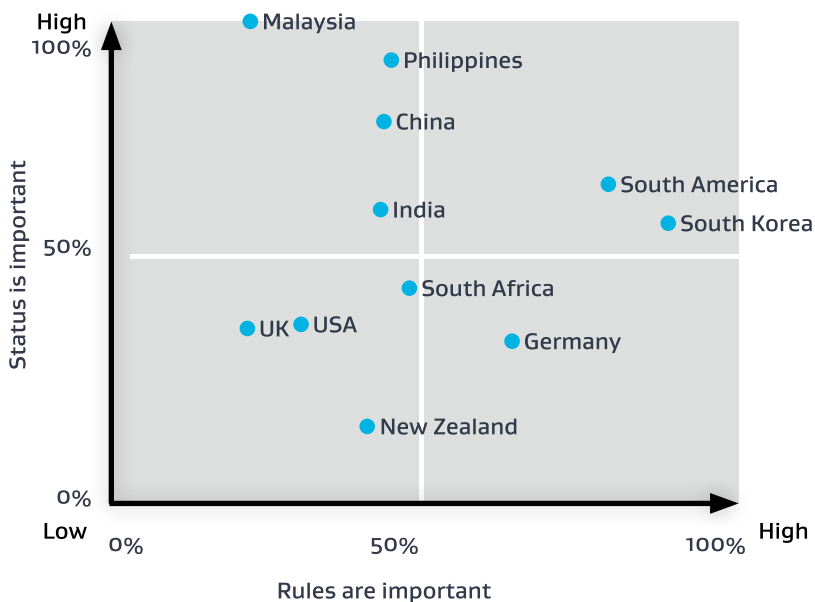
Your employer should be aware that many newcomers have partners and families and will need time to organise the essentials for their new life in New Zealand when they arrive. Discuss this with your employer before starting your new job.

Talk to your employer, your 'work buddy' or your new workmates about groups or clubs that you, your partner or your family can join. Use their local knowledge and advice to help you integrate into your new community.

# How will I fit into the New Zealand workplace?

Different people value different things. These values affect how people think and act in the workplace. Everyone in the workplace can benefit from knowing a little about these differences so they can work better together.

## Cultural value differences



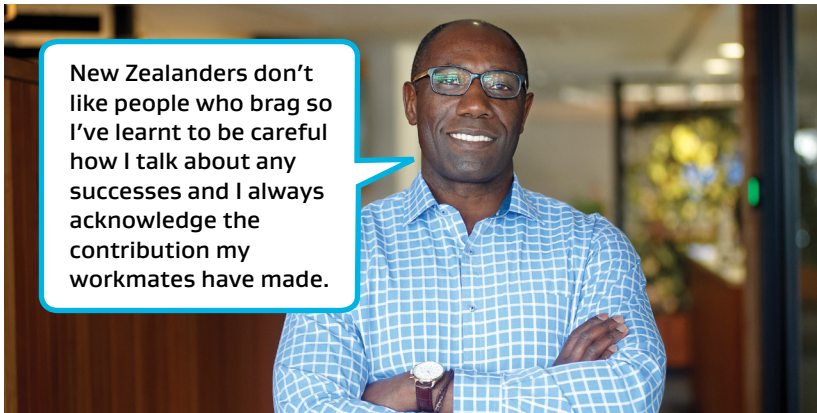
Note that New Zealanders place the lowest value on status compared to people from the top 12 countries<sup>1</sup> that provide migrants to New Zealand.

What does this mean for you in the New Zealand workplace?

It is important to note that not all people from one culture are the same.

<sup>1</sup> Adapted from Geert Hofstede

<sup>2</sup> Fiji and Sri Lanka are also in the top 12 but no data is available for these countries

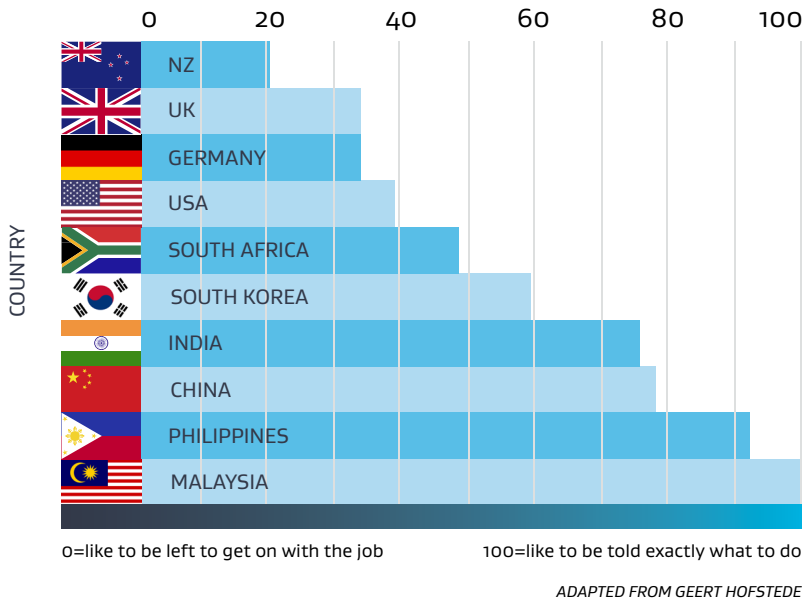




# How different cultures like to be managed

Knowing about the different work styles of New Zealanders and other cultures can help new migrants when they first arrive.

## Cultural preference in management styles

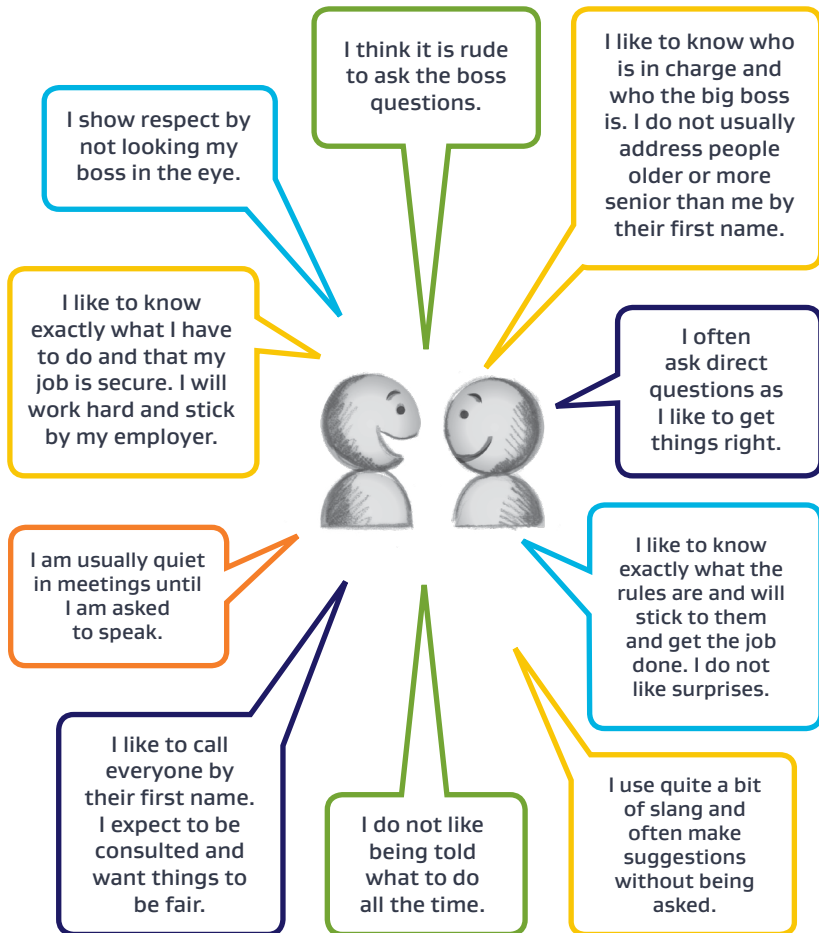




# Things employees from different cultures say about the way they work

What would you say about how you work?

## How I like to work



# How New Zealanders like to work

Compared to workers from other countries, New Zealanders are more likely to:

- › make suggestions to their boss and talk to them in an informal way
- › expect everyone to be treated fairly
- › enjoy working without close supervision
- › be willing to do a range of tasks, not just those they were hired for.

## Communicating in the New Zealand workplace

### Listening

The New Zealand accent may be unfamiliar to you. New Zealanders often speak very fast and use a lot of informal language (slang).

Ask them to slow down and explain any words you do not understand. You will soon find it much easier to follow what they are saying.

### Speaking

If you have an unfamiliar accent when you speak English your new workmates may find it hard to understand you to begin with. If you speak fast, slow down and pause between sentences.

## What about my English language skills?

If you do not feel confident when you speak English, or you need to improve your English reading and writing skills, talk to your employer about getting some help.

Or visit: [newzealandnow.govt.nz/learnEnglish](https://newzealandnow.govt.nz/learnEnglish)



### Tip

Look for opportunities to speak English – both at work and outside work. The more you speak English the easier it will be for others to understand you.



We enrolled in cooking classes one evening a week. We improved our English and made lots of new New Zealand friends!



### Tip

Volunteering and local community classes are a good way to meet others, and to practise your English.

Visit: [newzealandnow.govt.nz/tert](https://newzealandnow.govt.nz/tert)

