

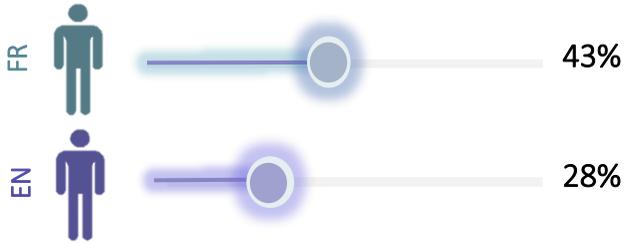
Linguistic insecurity: A feeling of unease, discomfort or anxiety when using or attempting to use one's first or second official language

Linguistic insecurity survey

Key findings

(study by the Office of the Commissioner of Official Languages)

2,429 CRA employees:



wanted more opportunities to use French at work, and



were sometimes uncomfortable using French regardless of their first official language

What is needed to ensure language security

- **Respect** employees' rights in terms of language of work so they can use the official language of their choice.
- **Raise awareness** of employees' ability to understand the second official language and the desire to use their competencies in their first and second official languages.
- **Encourage** linguistic risk-taking by practising use of their second or first official language more often.
- **Give** employees access to second official language training and opportunities to enhance and maintain their skills.

Additional resources

[Visit our InfoZone page](#)

An opportunity to reveal your character leadership



[Some leadership tips](#) (external link from the OCOL)

"I don't practise enough"

Encourage

- your employees to practise using their second official language at work
- coaching and peer support to support the integration and maintenance of language skills in the reality of their employment

"If I try to practise using my second official language, my colleagues will simply switch to the other language"

Raise awareness

- among your employees that many of them may want to use the non-predominant language at work
- among your employees to avoid switching to the first official language of second language learners who are trying to practise because this attention/action can be misinterpreted

"The non-predominant language is not often used where I work"

Lead by example

- by actively using French and English when speaking to employees, and
- by sharing experiences from your second language learning journey