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How code switching influences our capability at work

In this essay i'm going to argue how code switching is influencing people at work by creating more stress for them and is pushing them away from being themselves Code switching has been with us for most of the time and we apply it to our lives everyday almost on every setting and sometimes we do that subconsciously. It is a useful tool but with society putting norms and making us code switch constantly it's becoming more stressful and always making people put a "mask " so they seem more educated at a line of work in front of their eyes. To understand this better we need to ask what is code switching.

There are two types of code-switching. The first kind of code-switching occurs when speakers of two or more languages change from one language to another, often mid sentence. This may be done because a speaker is looking for a more precise, poetic, or funny way of saying something, or sometimes just due to force of habit.

The second type of code-switching, which is the point in which we are going to focus, is when a speaker changes their dialect, accent, mannerisms, or style of speaking depending on who they're talking to, where they are, or what they are talking about.

To grab this point better of how code switching is making us change and adapt to their culture I'm going to use some examples that describe this point .

The less a person needs to code-switch to "fit in", the closer their identities may align to the culture of power. The notion that you can "just be yourself" and still succeed in the workplace is laden with undertones of power and privilege. Many individuals,

whether from BIPOC, LGBTQIA+, or other marginalized communities, face tremendous social pressure to adapt to the dominant culture.The more a person is required to code-switch, the more daily stress and anxiety accumulates for the individual from the effort required to adapt to the dominant culture. This can greatly impact their engagement, productivity, and satisfaction at work, where their concern for cultural compatibility detracts from focusing on their ideas, perspectives, and work.In addition to the energy required, there is an implicit devaluing of a person's identity that is a result of coercive assimilation. It also means the loss of that culture's values and customs in the workplace.

This article makes a good point as how when we are in the workplace it shows how the people there are forced to put like a mask, to act a certain way just to satisfy their colleagues without taking into consideration what other people of that other group's beliefs are or how that affects their capability to focus and do their job at their best . We also have the saying to just be yourself but that never is the case because whenever you are yourself in this society they don't accept you. It's just a saying to make us feel better about the situation. This whole concept is just pushing people away from their cultural beliefs, identity and also from being close with each other. This whole concept is created to cause more separation and to structure people to act a certain way despite their beliefs.

Also I have a good example of how I have experienced code switching at first hand in my work . So my job is as a waiter and I get to serve different kinds of people. Also at my work the owners speak the same language as me and they put more authority and more responsibility in me compared to other people because they have that feeling of trust which is also a part of code switching as how, me being almost the

same as them gives me a little bit of privilege and advantage compared to some of the other workers. Also we tend to use code switching a lot in a way to detect the clients we have and the way we should service them and we do this subconsciously because we are made to think that way. When a person who speaks good ,clear English and is respectful we tend to service their table more and stay on top of them the whole time versus when someone is like a student or tourist we tend to overlook things and sometimes let a thing or 2 slip as how we have like a script in our head making us pick and choose when in the end of the day they are all people.

This sometimes makes the people uncomfortable as they notice how they are being treated compared to the other people and makes them feel not as satisfied. But this is the way we are taught in that business. When we see people with a collar we expect them to spend more therefore it leads to us having better service for them . In the end we say that this is not the best thing as how everyone should be treated the same but society has built that within us and it's very hard to take it out.

There is another passage which has elaborates more on the use of code switching:

There's an unacknowledged bias against people with accents – and a common expectation of how somebody has to sound, to be authoritative as an expert. As an employer, look at who you're sending out in the world to represent you, see if they all sound the same. Because really what you're saying is that these are the people that I believe are best fit to be my ambassadors and they all sound and look a certain way. If you do have people within your organization who sound different, you should feel perfectly comfortable sending them out to speak on your behalf, because that's also the image you're portraying to the world. I feel like many people don't do that and it

continues the cycle because the less you see yourself out there being given a platform to speak, the less comfortable you are that your authentic self will be accepted as somebody who is authoritative.

This passage develops on the idea that we should give more freedom to the people and not program them a certain way. It makes a good point as how when we are to send someone to represent us as this example states there shouldn't be a problem sending someone who sounds different the main point that need to be portrayed is that if the message is send out it still should have no problem if you have a little accent problem as long as the message is heard . But people don't want to do this and it's pushing people away from them thinking they will be good at that job if they don't be themselves .

On the other side the opposition would say that if you are to work at a certain job there are rules that you should follow and you need to sound a certain way to be more credible and more respected by people. They are to say that we cannot act or sound different ways that we are one organization and we are to sound the same so we look more organized and respected in front of the other people they are doing business with. There is also the option that if you do not like the place you work nobody is forcing you to be there and you can move somewhere where you find it comfortable for you to work. And also this is how things have been running for a long time just because now people are being more aware of things around them that doesn't mean we need to change them as this system is the one that has been running and not the one they are trying to implement now.

To answer to all this is that people always have had respect for each other due to the accomplishment they had and the work they have achieved and there never was needed a mutual language or way of speaking but now as society grows they try to put limitations to separate people even more from each other. This can just be described as a political matter and the top not wanting middle class people not being in uniformity , if u are to see all high value people will interact with each other and do business with them besides their color ,their language as how they believe in their ideas and way of doing business . So to end this, people can be different in a line of work but as long as they prove themselves and show results there is no need to program them or make them act a certain way because you think it's better. That doesn't help in any shape or form but it just puts people away from each other.

For me, at least, I think having an understanding of code-switching from an early age would have helped me through the difficult adolescent years in which we all start trying to work out who we are. At its best, code-switching is a sort of linguistic representation of human complexity. Becoming aware of its benefits and pitfalls allows us to develop and accept ourselves as multifaceted individuals, and then begin the work of dismantling expectations for linguistic homogeneity in the classroom, workplace, and beyond. As the future comes on we need to continue to unite and not program people to act a certain way because that is just pushing them away from being the best representation of themselves. As life goes on we are going to grow to understand that these things shouldn't matter that much and we unite so we can develop more as how if you take for a example a brunch is easy to break one by one but when there is a bunch of them it's more resistant and hard to break .