

Workplace Learning and Career Navigation

Inuit Perspectives in Workplace Learning



Human resources team member or occupational health and safety representative

Key terms

aajiiqatigiinni: “Decision making through discussion and consensus.”¹

avatittinnik kamatsiarniq: “Respect and care for the land, animals, and the environment.”²

critical pedagogy: A learning approach that empowers learners through reflection and encourages criticism and critique.

Elders: Important Knowledge Keepers who play essential roles in ensuring cultural continuity. They are respected as leaders, teachers, role models, mentors, and healers.

piliriqatigiinni/ikajuqtigiinni: “Working together for a common cause.”³

Inuit Nunangat: The homeland of Inuit in Canada, encompassing Inuvialuit, Nunavut, Nunavik, and Nunatsiavut across Yukon, the Northwest Territories, Nunavut, Quebec, and Newfoundland and Labrador.

Inuktitut: The primary language spoken by Inuit in Canada.

inuuqatigiitsiarniq: “Respecting others, relationships and caring for people.”⁴

Inuit Societal Values: A set of Inuit beliefs, values, and communal rules centred on living a good life and the ways one is expected to behave.

pijitsirniq: “Serving and providing for family and/or community.”⁵

pilimmaksarniq/pijariuqsarniq: “Development of skills through observation, mentoring, practice and effort.”⁶

qanuqtuurniq: “Being innovative and resourceful.”⁷

tunnganarniq: “Fostering good spirits by being open, welcoming and inclusive.”⁸

Foundations of language and culture

Before beginning, consider the language of instruction. Instructors should always consider potential challenges if the learner is working in a second language. Educators in Inuit Nunangat should strive to work in Inuktitut as well as English and French whenever possible.

While developing content for your training, consider embedding Inuit Societal Values directly in your learning objectives. The table below shows examples of how to do this.

By embedding Inuit Societal Values in your learning objectives, you are ensuring that they form the foundation of your workplace learning opportunities.

You can try this yourself below.

1 Government of Nunavut, *Public Service Annual Report 2020–21* (Iqaluit: Government of Nunavut, 2022), <https://www.gov.nu.ca/human-resources/documents/2020-21-public-service-annual-report>.

2 Ibid.

3 Ibid.

4 Ibid.

5 Ibid.

6 Ibid.

7 Ibid.

8 Ibid.



Table 2
Embedding Inuit Societal Values in your workplace

Topic:

Original learning objective

Add your existing topic above and learning objectives below.

Inuit Societal Value(s)

Identify (circle, highlight, or bold) the relevant Inuit Societal Values.

Adapted learning objective

Adapt your learning objectives to incorporate the Inuit Societal Values you identified.

Students will:

Students will instead:

	<p>inuuqatigiitsiarniq: “Respecting others, relationships and caring for people.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>tunnganarniq: “Fostering good spirits by being open, welcoming, and inclusive.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>pijitsirniq: “Serving and providing for family and/or community.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>aajiiqatigiinni: “Decision making through discussion and consensus.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>pilimmaksarniq/pijariuqsarniq: “Developing skills through observation, mentoring, practice and effort.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>piliriqatigiinni/ikajuqtigiinni: “Working together for a common cause.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>qanuqtuurniq: “Being innovative and resourceful.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	
	<p>avatittinnik kamatsiarniq: “Respect and care for the land, animals, and the environment.” Source: Government of Nunavut, <i>Public Service Annual Report 2020-21</i>, 4.</p>	

Source: The Conference Board of Canada.

FSC Partners

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