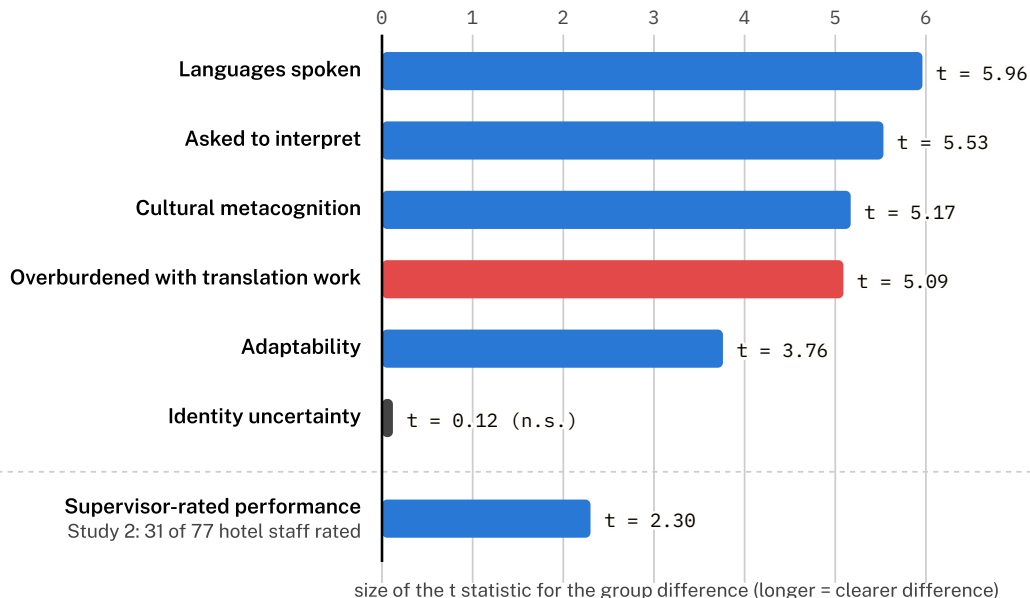


■ benefit, multiculturals higher ■ cost, multiculturals higher ■ no difference



STUDY 3 SAMPLE

340 multicultural and **479** monocultural employees in Canada.

MORE IDENTITIES, MORE OF EACH

Identity plurality predicts languages ($\beta = .19$), metacognition (.24) and the translation burden (.16).