

WeirFoulds Partner Daniel Wong Comments on Managing Workplace Rivalry in *Benefits Canada*

February 20, 2026

By Daniel Wong

WeirFoulds Partner and Chair of the Employment and Labour Practice Group, Daniel Wong, was recently quoted in [Benefits Canada](#) on how employers can effectively manage workplace rivalry and mitigate the legal risks that can arise from unchecked competition.

Workplace competition can evolve into unhealthy rivalry when organizational structures prioritize individual visibility over collaboration. The article explores how unclear expectations, opaque promotion processes, and inconsistent recognition practices can fuel conflict, even within high-performing teams, creating both cultural and legal challenges for employers.

From a legal perspective, Daniel notes that, "Workplace rivalry isn't a defined concept, but it captures a wide range of dynamics, from the desire to outperform a colleague to insecurity triggered by a coworker's advancement. Rivalry becomes a workplace risk when it results in sabotage, reputational harm, harassment or, in extreme cases, threats or violence." The article underscores the importance of early employer intervention, clear performance criteria, and consistent management practices to mitigate legal exposure while fostering a respectful and collaborative workplace environment.

Daniel regularly advises employers on complex and business-critical employment and labour matters, including workplace investigations, employee relations, performance management, and risk mitigation strategies.

To learn more about Daniel Wong, please visit his profile page.

To learn more about WeirFoulds' Employment and Labour Law Practice Group, [click here](#).

For more information or inquiries:



Daniel Wong

Toronto
416.947.5042

Email:
dwong@weirfoulds.com

Daniel Wong is Chair of the Firm's Employment & Labour Practice Group with a practice that is focused on employment and labour relations.

WeirFoulds^{LLP}

www.weirfoulds.com

Toronto Office

4100 – 66 Wellington Street West
PO Box 35, TD Bank Tower
Toronto, ON M5K 1B7

Tel: 416.365.1110
Fax: 416.365.1876

Oakville Office

1320 Cornwall Rd., Suite 201
Oakville, ON L6J 7W5

Tel: 416.365.1110
Fax: 905.829.2035

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