

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

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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](#).

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