**Ethics Reflection – Suraj Sehgal**

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There was one instance in my working life when I had joined a team as a new consultant. There were already two senior consultants (“Alice” and “Beatrice”) on the team and they were both supposed to be handling the workstream and managing me. Like myself, they were also both on rotation and coming from very intense work positions. We had joined the rotation to have a lighter workload and to have more meaningful work.

Within a few weeks it became clear that Beatrice was bringing the morale and work ethic of the team down. She had a wedding coming up in a few months and was all-hands-on-deck for wedding planning; meanwhile, she would attend meetings with our leadership and then produce mediocre work products at the last minute. When I came in with new ideas or proposed working on things ahead of time, she would insist that we were taking things ‘too seriously’ or that we “weren’t given enough guidance” to move forward.

I eventually tried to have a meeting with my manager to try to bring this up. It was a dilemma of how to advocate for the health of the team, the need for more support/oversight from the manager, while also respecting the life situation of Beatrice and her need to dedicate more time to wedding planning.