

## Case One

You are two months into your third co-op work term. This work term is your dream job and you would love to secure a new graduate position with this employer. You have been committed to making a good impression, working hard, volunteering to stay late when needed, asking for more work, asking questions about other parts of the business, and getting involved in committees. Your supervisor is noticing your strong work ethic and the good work you have been producing and is very impressed.

Some of the other co-op students in the program have also been noticing your work ethic. Two students have been coming up to you repeatedly and telling you, “you are working too hard” and “you’re a show off and making the rest of us look bad.” You feel attacked and that the comments are malicious. This makes you feel uncomfortable, as you have to work with the other co-op students on a group project that is due on the second last day of the work term. The other group members have lunch together and other activities outside work and you are not included, which makes it even more uncomfortable for you.

## Case Two

You have started your second work term at a company with about 9 other co-op students. Although you have been working hard and trying to make a good impression, one of the co-op students you work with has been attracting all of the attention from senior managers, who seem very impressed. This student is going above and beyond, working hard, volunteering to stay late when needed, asking for more work, asking questions about other parts of the business, and getting involved in committees.

Some of the other co-op students in the program have also been noticing this student's work ethic and have been making comments about the student to other co-op student behind their back, saying so and so "works too hard" and they are, "showing off and making the rest of us look bad."

All of you are working on a group project together and are in a planning meeting. During the meeting things get a little heated and one of the co-op students says to the co-op student who has been making a strong impression, "Everyone in the room thinks you're an "idiot" and gestures to everyone in the room.

### Case One:

1. I wouldn't take their comments personally, as often when others are malicious (especially regarding good work) they are jealous and not dealing with it correctly. This is not a reason to attack them back, however a way to understand where the malice comes from.

2. If possible, I would reach out to the 'leaders' of these ideas individually. Non-confrontationally I would try to identify their issue with me or my performance, and work on a solution. This may come with working together more to help them impress the supervisors as well.
3. If they continue the inappropriate behavior, I would let one of the co-op representatives know, and ask that they speak with them, hopefully they will be able to demonstrate how their behavior is not professional in the workplace and it is not their place to comment on others' work like that.