

COUNTER OFFERS

The golden rules of Counter Offers:

- 1 - Good employers will never offer them
- 2 - Smart employees will never accept them.

- REMEMBER YOU DON'T HAVE TO ACCEPT THE COUNTER OFFER STRAIGHT AWAY. TAKE TIME TO THINK ABOUT IT AND ASK IF YOU CAN COME BACK TO THEM. DISCUSS IT WITH A FRIEND OR YOUR RECRUITER FIRST SO YOU DON'T FEEL PRESSURE TO MAKE A DECISION THAT MAY NOT BE RIGHT FOR YOU.

Counter offers are fraught with hidden objectives and diminish both the employers and employee trust levels. You should understand the important reasons for declining a counter offer:

- Using force to advance your career isn't effective. If you have to solicit an offer and threaten to quit every time you want to receive better treatment from your company, you're better off going to an employer who appreciates their employees and rewards them appropriately.
- By looking for and/or having accepted an opportunity outside your company, you may be perceived as disloyal and may therefore lose your status as a team player.
- By extending a counter offer, your employer may simply be buying some time. They may resent your threatening to leave, or may be concerned that, since you have made the decision to leave once, you may do so again. They may then decide to look for your replacement. But they want to do this on their own terms. By accepting a counter offer, you are giving your employer time to identify a replacement without the loss of work that would have occurred had you actually left.
- Employers often panic and quickly put together a counter offer to ensure your commitment to achieving company goals. Should there be a time in the future, which you cannot foresee that the company downsizes, there will be no hard feelings from your employer letting you go first as, you have already displayed your non-loyal behavior.
- Statistics show that the majority of people who accept counter offers end up leaving the organization within 6 – 12 months of doing so. The counter offer doesn't usually address all the issues, which resulted in your original resignation, and if you do accept the counter offer, you no longer have the option of going to work for the new employer.
- Many times an experienced manager will try to use emotional tactics to keep an employee from leaving the company so just stay focused on the reasons why you were choosing to leave in the first place. Keep in mind you have only received a counter offer because you resigned. It is a purely reactive tactic from your employer and remember you don't want to resign every time you want to improve your situation.
- Do your reasons for wanting to leave still exist? You may have a number of reasons – salary too low, no promotion in sight, don't like your boss etc. You may be offered more money to stay, which can be tempting, but if you still have other issues outstanding, you'll probably end up leaving anyway.

