

Consider the Facts Before You Accept a Counter Offer

Think about the reasons you have been willing to consider other new positions. Most of you are looking for change! It often has to do with seeking new challenges or to leave a difficult situation, and rarely are your reasons simply about seeking more compensation. However, when that time comes to deliver the news to your current supervisor, sometimes they will present a “counter offer” in order to entice you to stay. More about this...

Our Experience Has Shown:

The decision to accept a counter offer is usually an on the spot decision in front of the current employer. Counter-offers can be tempting and ego-inflating. There may also be an underlying threat that by not accepting a counter-offer, it is implied that you would be throwing away your career, your future, or that somehow by your act of leaving, that might hurt your current employer, which is also known as the “guilt trip”.

Loyalty Is Questioned When You Announce Your Departure

It's a Trust thing. Managers are usually surprised and they have long memories. The fact is, counter-offers from the employer point of view are designed to only be short term fixes. Your boss, once they have successfully gotten you to accept that juicy new raise, will immediately begin the search for your replacement! Why? Because, you have just shown that you are no longer loyal to the company, and they don't want to be caught in that same situation again. Besides, they are now convinced that if you went out to accept a new position outside of the company once, you will do it again.

Counter Offers Do Not Provide TRUE Change

Remember this. It never happens! For those employees who want to leave their company because of a difficult boss, integrity issues, or company policies, the promised changes never happen! These are cultural changes that are very difficult to fix and always involve others that don't have the same stake in the game as you do. Think about that. The promise you receive is simply a spur of the moment trading chip to get you to stay.

Counter Offers May Be Seen As A Threat

Most hiring managers don't want to feel they have been backed into a corner. Those survival reactions of the “fight or flight” will come into play and they are likely to make poor decisions.

The Facts Are:

We've always said that **75% of people that accept counter offers are not in that same position 1 year later.** Take a look at this most recent graphic from Wall Street Journal. That's **93% after 18 months!** If you think you are saving your career path by accepting a counter offer, you couldn't be further from the truth.

Counter Offers Buy Time For The Employer

The hiring manager may do whatever it takes to keep the employee, but may concurrently begin the process of finding a replacement for the employee they may now view as disloyal.

Open Positions Are Troublesome

Hiring managers do not like to have an open position because it creates more responsibility for everyone else. Offering a counter offer is a short-term solution. Hiring managers will look for a replacement as a long-term solution.

Make It Professional, But Be Firm In Your Decision

The planned announcement of resignation should be done in a professional manner. The expression about not burning any bridges is a good one to go by, but this does not mean that you have to accept a counter offer. You will be respected for not wavering.

OF THE PROFESSIONALS THAT ACCEPT COUNTER OFFERS:

