



## Counter Offers

- A counter-offer is an offer from your current employer to beat the one you have received from your future employer, in order to convince you to stay.
- Statistics show that the majority of people who accept a counter offer leave within one year. A counter offer is almost always about the money. The reasons people leave are almost never about money alone.
- Accepting a counter offer rarely changes the factors that drove you to look for a new job in the first place. When presented with a counter-offer it's important to think about what actually brought you to the point of leaving in the first place. Usually when you decide to stay the real reasons for wanting to leave in the first place have not gone away. A few extra thousand per year doesn't change the long hours, insane deadlines, lack of upward mobility or the killer commute. After the excitement of a raise or promotion wears off the issues that motivated you to look still remain.
- Sure, receiving a counter offer is flattering, but if they realize how valuable you are why do they wait until you are going to leave to show you? It should make you wonder if you have to resign every time you want to improve your situation.
- A counter offer isn't always about what's best for you. Often times it is about what's best for the company. The reason that most companies make counter offers is so that they, rather than you, are in control. The typical notice is two weeks and it's more than likely going to take longer than that to recruit for the position. It's easier and cheaper for them to keep you for the time being and then start looking for your replacement on their own time.
- Also where, would the money from the counter offer be coming from? Many times the counter offer is just your next raise a few months early.
- If you expect to receive a counter offer to stay with your firm, first do not allow a counter offer discussion to occur. They have to invest time and resources into enticing you to stay. This can make you feel guilty which makes it more difficult for you to stick with your decision.
- Don't get caught up in a discussion or where you're going and what makes this opportunity so much better than your current job. Be firm. You have made your decision. Your new offer is your personal business.
- Do not let a counter offer deter you. Thank your employer for the opportunity and stand your ground. Handle your resignation professionally. Be courteous and definite.