

ARTICLES OF INTEREST

COUNTEROFFERS - "THE LOVE JUST DOESN'T LAST"

At some point in almost every professional's career they are going to accept a position and the current employer is going to say "We didn't realize that you felt so underappreciated, if we had we would have done something for you. A raise is really overdue" or "You are valuable contributor here, we all like you and your coworkers and team will really miss you, what can we do to keep you" the first is what recruiters call the "financial" counteroffer, the second one is what we call the "emotional" counteroffer. Most employers will use a combination of the two to try and prevent you from leaving.

As an executive recruiter I often think that when I speak to candidates about the counteroffer they have a moment when they are thinking to themselves "well of course you don't want me to accept it, you will be out a fee" and it is true I will be out of fee in the short term but my main concern is that you be calling me back in a matter of weeks or months when you discover the love just does not last once you accept the counteroffer. Of course by that time bridges are burned and there is not much to do to help.

TEN REASONS YOU SHOULD NOT ACCEPT A COUNTER OFFER

1. You just resigned, your current company now knows that you have been interviewing. They are in a bind if your position is important, they most likely do not have someone who can take right over and you have just proven that you are disloyal, at least in their minds.
2. No matter what they offer you they will feel they had no choice so when promotion/raise time comes around, you will most likely not see either a raise or a promotion.
3. When making the next set of decisions about downsizing or right sizing, your current employer will remember who was loyal and who in their minds was not.
4. Why did you look for new employment? Money is certainly part of it but most people want to leave for other reasons as well...culture, work/life balance, lack of promotional opportunities. Do you think those things will change?
5. The counter-offer is an insult to your intelligence and a blow to your personal integrity. Is there really a price tag attached to you?
6. Where was the extra money for a counter-offer during your last performance review? If the threat of leaving is the only way to get a raise what does that really say? Most companies are simply buying time to hire someone in your place.
7. The same circumstances that now cause you to consider making a change almost always reoccur within the next 6 – 12 months. Statistics show that if you accept a counter-offer, the probability of voluntarily leaving in six months or being let go within one year are very high.
8. Once the word gets out that you have resigned but then accepted a counter offer the relationship with your co-workers will never be the same. Research shows that peer group acceptance seriously takes a drop when counter-offers have been accepted.

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9. You should not be working for a company that needs to be threatened before they compensate you for your contributions.

10. Accepting counter-offers after already accepting another position burns bridges. The future employer who is most likely in your industry will not forget. Your recruiter will not forget. You will be viewed as a person who can be bought.

Finally trust your instincts, if you knew it was time to seek an opportunity elsewhere remember what those reasons were and are and stay true to yourself and your principles. It is better to turn down an offer than accept a counteroffer.

