

HOW TO HANDLE A COUNTER-OFFER



You think you've got through the tough stages of finding a new job; writing your CV, performing well during the interview, proving yourself on a trial day then being offered your dream role. Done and dusted.

But it's not – your employer then makes you a counter offer to make you reconsider your resignation, leaving you in a quandary.

Do you stay or do you go?

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**If you do receive a counter offer,
take a moment for a reality check:**

First, Inspired consultants know from a wealth of experience that there are strong reasons for you to be leaving your current role.

- **Have those reasons disappeared?**
- **Will staying in this job solve them?**



1. MONEY

All too often, employers suddenly offer the kind of salary and recognition that they had previously refused to grant before.

But you're worth your increased salary, why wasn't this recognised before you handed in your notice? Have they given this to you in writing or have they just told you verbally, meaning it can be dismissed and take another 12 months to materialise? Alternatively, are you simply getting your next pay raise in advance? Part of your frustration from the outset may have been that you felt undervalued, if it takes your resignation for this to be noticed, you will be better off with an organisation that recognises this from the outset.

2. PROMOTION/ PROGRESSION

That elusive step into management or the course you were promised when you first started is suddenly now available.

Convenient how it's only available now you have handed in your notice! You staying within your current company is a win for them, they will often make promises that they can't keep. They will discuss how you can step into a more senior role.... after a few more jumping through hoops. We can put you on your desired course, only to be told a short while later it's full and you will have to wait until next year or worse still your tied into them for another 5 years after.

3. GUILT TRIP/SORRY

“You can’t do this to us”

“We need you”

We never realised you were unhappy”

Of course, your present employer is sorry. You’re about to leave on your terms, not theirs. There is probably work to be done, which they were counting on you to complete. You have now created a vacancy, which they will need to fill at some expense. If they didn’t know you were unhappy at least their admitting that their communication within their company isn’t very good.



4. YOU JUST FIRED THEM

Directors & Managers will not like the fact you just fired them on YOUR terms!

An employer will much prefer to have the right to fire you.

The National Business Employment Weekly reports that four out of five people who accept counter-offers are gone within the year. That's because they will offer you something to keep you happy for the short term and get rid of you on THEIR terms a few months down the line!

5. LOYALTY/TRUST ISSUES

Your employer may appeal to your sense of loyalty, you have been with us a long time, you have got lots of friends here, the grass isn't always greener!

However, once your employer knows that you've been interviewing elsewhere, you demonstrate that you have the potential to be disloyal to the company. You may no longer be seen as a team player, potentially you could be first out the door or not offered the promotion you were looking for.

Finally, let's not forget that new job. Just as there are reasons for leaving your current company, you have seen significant opportunities at your new company - or you would not have accepted the offer of employment.

These do not disappear the moment you receive a counter-offer.



The best way to avoid the messy, embarrassing situation of a counter-offer is to take charge of the situation.

Here are a few tips:

- **Resign in writing but hand the resignation to your boss.** This helps you keep the initiative and stay in control.
- **Tell him or her that you've carefully weighed the merits of the two positions and have chosen the new one.**
- **Specifically mention that you neither seek nor want a counter-offer and hope instead for an amicable departure.**

To quit or not to quit is often a gut-wrenching decision. It involves one of those “passages” in life that require abandoning the comfort of the old and assuming the risk of the new. Also, there may be guilt about leaving your tasks to others, not to mention the “buyer’s remorse” that accompanies most big decisions.

Your employer likely realises the emotions you are going through and will use them in formulating and presenting a counter-offer, if they’re allowed to.

