

How to Handle a Counter Offer

Once upon a time, you handed in your notice and looked forward to your leaving party – but it's not quite that simple anymore! Today when you resign, you can expect a counter offer as a matter of course – but BE AWARE! After the initial flattery and extra cash have lost their appeal, you may still be left feeling exactly as you did when you started looking for your new job.

A counter offer can be anything from a pay rise to a promotion or additional responsibility within the company – designed, of course, to convince you to stay.

While this may flatter you or tempt you, and even evoke a sense of loyalty or obligation if you have worked for the company for a considerable length of time, it might be a good idea to put yourself in your Employer's shoes. Unfortunately, they may have ulterior motives in asking you to stay, rather than making you believe you are invaluable.

For example:

- Your superior may be simply watching his or her own back – resignations can sometimes reflect badly on the Management
- Recruiting can be costly and time consuming
- It may be damaging to existing projects to change staff and it is often time consuming to train a replacement

The things they'll say to you:

- "We were just about to give you a pay rise"
- "I didn't know you were unhappy. Why didn't you come to me sooner?"
- "What can we do to make things better/to make you stay?"
- "You can't leave, the team really needs you"

You need to ask yourself: What kind of company do you work for if you have to threaten to resign before they pay you what you are worth?

You need to stay focused on your decision, and not fall prey to flattery.

Bear in mind

- The reason you decided to leave the Company in the first place, and whether or not you can seriously see this reason being addressed if you were to stay
- The impact your initial resignation had on your superiors and whether your loyalty may be in question thereafter.
- Try to imagine if the Company would show the same loyalty to you if it was the other way around

Our advice is that counter offers should rarely be accepted. After all, you have a new job to look forward to, and ultimately, had a motive to look for that job originally. When faced with a difficult decision of this kind, re-assess what is of paramount importance to you, and your future, and follow that judgment.

It's your career after all!