

The Counteroffer

Surveys still show that eight out of ten employees who accept counteroffers don't complete the following year with their employer, so why even consider one. Emotions run high when a resignation is received and promises tend to be made that are unrealistic. A natural fear of change could make you do something you would not ordinarily do. Never underestimate the value of your integrity in this situation.

Why you should not accept a Counteroffer:

- You will no longer be considered a team player.
- The same circumstances that now cause you to consider a change will repeat themselves in the future, even if you accept a counteroffer.
- Your present position did not compensate or advance you as you desired before you secured an outside offer, it won't change, except perhaps temporarily.
- What type of company do you work for if you have to threaten to resign before they give you what you are worth?
- Working for an organization that was not pro-active in keeping and retaining you before you received another offer is not a forward-thinking organization.
- Accepting a counteroffer may permanently damage your reputation with your would-be-employer and the community in which you work.
- From where is the money for the counteroffer coming? Is it your next raise early? (All companies have strict wage and salary guidelines which must be followed).
- Your company may start looking for a new person at a lower salary price.
- You have now made your employer aware that you are unhappy. From this day on, your loyalty will always be in question.
- When promotion time comes around, your employer will remember who was loyal, and who wasn't.
- When times get tough, your employer will begin the cutback with you.
- Accepting a counteroffer is an insult to your intelligence and a blow to your personal pride, knowing that you were bought.
- Once the word gets out, the relationship that you now enjoy with your co-workers will never be the same. You will lose the personal satisfaction of peer group acceptance.
- Once again, statistics show that if you accept a counteroffer, the probability of voluntarily leaving in six months or being let go within one year is extremely high.

Remember that you are no longer part of the "inner-circle"; and you will never be perceived as positively as you once were by management and your peers: trust and respect is eroded. Accepting a counteroffer just delays the inevitability of your departure, but perhaps next time not in your timeframe.

You need to think carefully about all these facts before making a final decision. Evaluate your reasons for leaving your current position, the reasons you accepted the position and what your career goals are. A mistake in your career could cost you your future, professional growth and money.