

Counter Offer

You've made the decision to leave your current job, you've accepted another offer and have your resignation letter ready. You've analysed and agonised over the decision to leave. However, upon resigning, your current boss asks you to stay. In other words, you get counter offered.

What do you do? Do you stick to your decision to leave or change your mind and stay?

At Balance we firmly believe that once a decision to leave has been made and communicated to your employer, it's very unwise to change your mind.

Here are some of the key reasons:

It's important to recognise that once you have resigned you have breached the employer/employee trust which can be hard, if not impossible, to restore. In your employer's mind, will they ever see you as a loyal and committed employee again. As attractive as counter offers may seem, accepting them may greatly decrease your chances of achieving your career potential.

Whilst being counter offered is flattering, you need to think back to the original reasons for looking for another role in the first place:

- Lack of career progression
- Poor salary/incentives/conditions
- Poor management team
- Lack of opportunities to learn new skills
- Wanting to move into a different industry
- Lack of challenge

It's unlikely that any of the key reasons that originally led you to leave will be altered by a counter offer. It's unsurprising to hear that around 80% of candidates who accepted a counter offer will leave within the next 12 months anyway.

If you think you might balk and give in to the possibility of a counter offer, should you be accepting the alternative offer in the first place? Your reputation in the market may be affected if your new employer interprets your rejection of their offer as an unsavoury negotiating tactic with your existing employer.

Your recruitment consultant at Balance Recruitment will be happy to coach you through the resignation and post-resignation process.