

BEWARE THE COUNTER OFFER

Your career may be at stake

Typically when counter offer comes along most candidates just aren't prepared to deal with it either professionally or emotionally, and that's not good for anyone involved. Therefore, we recommend that you take a moment to review these comments about counter offers and we can discuss what's best for you if you're put in this situation. Of course, please remember employment situations vary greatly so please consider them within the context of your current employment situation.

- Is just more money going to change everything in your present job? Make sure to consider the new opportunity and what you will be giving up that looked so favorable when you accepted it just a few days ago.
- Ask yourself if you were worth "X" dollars yesterday, why are they suddenly willing to pay you "Y" dollars today when you were not anticipating a raise for some time.
- Consider the fact that your present employer could be merely "buying time" with this raise until he or she can locate a suitable replacement. Suppose you were given an annual raise of \$3,000 as a Counter Offer. When they find a replacement for you in, say, 60 days, then the actual cost to them is only \$500.00.
- The company will probably feel as though they have been "blackmailed" into giving you a raise when you announced your decision to leave.
- Realize that you may now be a marked person, and the possibility of promotion may be limited for someone who has "given notice." The company is vulnerable; they know it and will not risk giving more responsibility to someone who was previously committed to leave.
- When economic slowdowns occur, you could be one of the first to go. You indicated your intention to do so once before, so it is only natural that your position would probably be eliminated in a slack period.
- You should know that statistics compiled by the National Employment Association confirm the fact that over 70% of those people who elected to accept a Counter Offer and stayed are no longer with their company six months later.
- Carefully review in your mind *all* the reasons you wanted to make a change in the first place. Does the Counter Offer really offset these reasons?
- If you intend to seriously consider a Counter Offer, be sure you ask your present employer to confirm all the details of said offer *in writing*.

We strongly urge you to carefully think about all these facts before making any decision, remember it is your career and your livelihood. One imprudent mistake at any time could be very costly in terms of your professional growth.