

COUNTEROFFERS

We always recommend that you talk to your employer before starting to look for a new job. This way, if there is anything they can do for you to stay, you can resolve it before going through the interview process at multiple different companies. If, however, you have spoken to your company without success or decided there is nothing for them to do to solve your reason for wanting to leave, here are some things to think about should you be faced with a counteroffer:

1. Why did they wait for you to resign before taking your concerns seriously?
2. Will you have to resign every time you want to solve a problem?
3. It is going to cost an employer less to make you a counteroffer than it will cost to go through the recruitment process and time to find and train a suitable replacement for you, therefore they are very likely to jump into action once you resign.
4. Making a counteroffer immediately satisfies their need to have the skill in the company and they can rest easy.
5. Surveys show that most people who accept a counteroffer, leave in 6 months anyways. The increased salary didn't necessarily make up for the initial grievance.
6. Your salary might increase but when it's time for the next annual increases you might not get a salary increase.
7. The trust might be broken making your working relationship awkward.
8. The next time you are in the market, companies are going to remember you as the person who took the counteroffer and wasted their time.

