



THE TEMPTATION OF A COUNTER OFFER, THE REALITY, THE OUTCOMES & WHAT YOU CAN DO

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What happens at that point you receive a counter-offer?

- You feel you really are valued by your boss
- It seems that you can get everything you wanted without moving
- Your self-esteem will rise amongst colleagues because you have been chased
- You will be elevated to work harder, achieve more and be promoted

The Reality:-

- Without quitting you wouldn't have got a raise
- The things that caused you to look elsewhere still remain there
- You have just broken your relationship with your manager and team
- Someone else can see something special in interview your boss can't
- Colleagues feel that you are not in the team and company as they are
- Any job security you had has just disappeared

The Outcomes:-

The Outcomes:-

- On average 80% of individuals leave within 9 months of a counter offer
- The counter offer is to provide time to find a replacement for you
- When it doesn't work out the new company won't re-offer you
- If your boss counter offers they are desperate
- In terms of workload who is really going to get the good stuff to work on now?

Things you can do in this situation:-

- Make sure the destination is where you passionately want to go
- Do a Pro's and Con's list before you decide
- Don't accept the first offer you receive to "get out"
- When you resign have a letter, dated and with your last working day on it
- If your boss says they don't accept it politely say that it is handed in and leave it on the desk. Thank them for their time and explain you will support the new person
- Don't feel guilty - they should have done more at an earlier stage
- Remember why you looked and why you resigned
- Stick to it and look forward
- Work hard during your resignation and maintain good relationships