

# Counter Offers



## What to consider when your current employer makes a counter offer

You've received a job offer for the position you've had your fingers crossed for and worked so hard to get, but your boss has offered you an increase in your salary or benefits to persuade you to stay. Before you panic and make a quick decision, take a moment to ask yourself these questions:

### 1. What is your employer's reason?

Employers often make counter offers in a moment of panic but after the initial relief passes, you may find your relationship with your employer and your standing with the company has fundamentally changed.

Your employer is now aware you are looking to leave and in the worst case scenario your company may be bidding time to search for a replacement. You might turn down your other offer and accept your employer's counter offer only to find yourself out sooner rather than later.

**80%** of people who have accepted a counter offer will not be at their current employer in six months

\*National Employment Association

There's a reason you started job-searching in the first place. Whilst a pay rise is always a motivator, remember the factors that drove you to look for another position. Whether it was personality fit, dislike of your boss, boredom with the work, lack of recognition or unrealistic deadlines these are all issues that won't be solved with a larger salary.

### 2. What are the long term advantages?

Yes you finally got that pay rise you wanted from your employer, but think about what it took to get it. You needed to have one foot out the door to get paid the wage you wanted and there's no reason to think that future salary increases will be any easier. Once you've threatened to leave and then stayed at a company for more money your reputation could be affected and it's likely you'll be overlooked for future promotions and pay-rises for some time.

### 3. What bridges will you burn?

If you go all the way through the hiring process only to accept a counter offer from your current employer then it will be difficult to be considered by the same company in the future. If it's a company you respect and would like to work with you might be shutting a door you'd rather keep open. If you are sure on accepting the counter offer, ensure you communicate your reasoning clearly with your recruiter and employer to avoid burning bridges.

If you need more advice or help about your counter offer get in touch with your specialist Yolk Consultant who will be happy to help.

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