



## What to do about Counter-offers

So here is the scenario -- You have interviewed for a position at a new company:

Something --

- motivated you to make time to put a resume together
- get dressed up for 2-3 interviews
- take some time off from work and catch up later
- do great in 2-3 interviews talking to a number of people
- and the new company wants to invest in you and you are offered the job.

Then --

- you go in to give notice at your current job
- you are presented with a counter offer
- you start to consider accepting the counter offer because of the unknown changes...you won't have to adjust, you won't have to learn a new company, you don't have to take the risk that you might not be as successful at the new company as you are at your current company. You sell yourself short.

Stop!

- Companies present counter offers to keep their intellectual property from walking out the door. This is about them, not you.
- By interviewing, you have shown your employer that you are not 100% loyal to them. It's ridiculous that any company would demand unconditional loyalty from their employees, but many do. Just the act of letting them know that you have interviewed proves that you are a flight risk, even if you agree to stay now. Whenever you need time off, your requests will be under tighter scrutiny.
- That big pay increase and promotion that they just offered you? Wouldn't you feel better about receiving it without having to threaten to leave? Wouldn't you want your employer to offer it to you because they appreciate your work rather than because they are fearful they will have to work to hire your replacement?
- During your interviews with the new company, you probably told them why you were looking; some reasons why you would consider a new opportunity at this time, what you like about the new company and position.
- What is it about the counter-offer that changes those things for you? If you were concerned about career progression...is that changed by a counter-offer? If you were under-appreciated in your job....is that changed by a counter-offer? If you were underpaid in your job....is that increase really what they want to pay you with a counter-offer?

There are a lot of articles out there on counter-offers (seriously, just search "counter offers") and no one who recommends accepting one. In fact, you will find statistics that show that people that who do accept a counter offer rarely remain at their workplace for any significant period of time afterward. They either quit because the things that made them want to leave the first time still make them want to leave or they are let go because their employer just kept them around long enough for a replacement. Either way, the employee doesn't benefit.

So this advice is offered in the spirit of making thoughtful and beneficial career decisions. Good luck in the decision you make long-term!