

# **11 REASONS FOR NOT ACCEPTING A COUNTEROFFER**

1. What type of company do you work for if you have to threaten to resign before they pay you what they could have been paying you all along?
2. Where is the money for the counteroffer coming from? Is it coming from your next raise - early? Almost all companies have strict wage and salary guidelines that must be followed.
3. If you were to accept a counter offer, your company may immediately start looking for a new person at a lower salary.
4. You have now made your employer aware that you are unhappy. From this day forward, your loyalty will always be in question.
5. When promotion time comes around, your employer will remember who was loyal and who was not.
6. When times get tough, your employer may well begin the cutback with you since they may be concerned you might leave anyway.
7. Similar circumstances that caused you to consider a change in the first place may likely resurface in the future.
8. If you accept a counteroffer, that won't buy you a new company with leading edge products and great technology.
9. Statistics show that if you accept a counteroffer, the probability of voluntarily leaving or being let go within one year is 80%.
10. Accepting a counteroffer, knowing that you were bought, is an insult to your intelligence and a blow to your self-esteem.
11. Once the word gets out, the relationship you now enjoy with your co-workers may be impacted. You could quite possibly lose the personal satisfaction of peer group acceptance.

**Q: What is the current feeling about counteroffers? I've heard that 90% of counteroffers accepted usually come back to haunt you at your next review. Do employers feel employees violate loyalty, or do they become suspicious as to why the employee was looking in the first place? Do employees have a stigma attached, as they had to be "bought" to make them stay?**

**A:** Ordinarily when someone is convinced to stay by a counteroffer, there is always a concern that the employee will leave when the next offer comes his or her way or that the individual will again try to use it as leverage to get a raise. There is a stigma attached to accepting a counteroffer and almost invariably the employee's loyalty remains under suspicion for the rest of their time with the company. Often employers begin to start looking for a possible replacement immediately after they make the counteroffer.