

Counter Offers

And what to consider
before you get blinded by
the money and accept one!





Most of us have been there.

You've been offered a new job, but when you tell your current employer you're leaving, they offer you a whopping pay rise to stay.

This can be quite flattering, and it's a tough one to deal with sometimes, which is why we've put this mini guide together of things to consider before making a decision.

Things to think about



- There's a reason you applied and interviewed for the new job, remember that.
- Why has it taken you leaving to be offered a pay rise? Have you asked before and had no luck?
- Think about the long term consequences of accepting a counter offer. Is the offer of more money blinding you to any problems?

Factors to consider



- From the day of your resignation, your loyalty might be under close scrutiny
- This lack of loyalty is likely to be an obstacle to future promotions
- Your colleagues will look at you differently – after all, you do not really want to be there do you?
- Has the real reason you resigned been properly addressed? What will actually change?

However, should you decide not to leave for pastures new, be aware that your resignation has not been forgotten.

You are going to have to work extremely hard to win back your employer's trust.

You might have to strive harder than your colleagues to prove your loyalty and worthiness as a long-term prospect.



You can draw similarities with personal relationships and giving one another go after there has been some kind of betrayal.

It's not easy to move past it and forgive what has gone before, and one could argue things will never be the same again.

*Stats vary slightly depending on where you look, but up to **90%** of people who accept a counter offer still end up leaving within **6 -12 months**.



If after reading all of these points you decide that you are going to accept a counter offer then it's your call. But make sure that you don't make any rash decisions, think it through properly and make sure it's right for you before doing so.

Good luck!



CONTACT US

 0161 250 5326

 info@optima-cs.com

 www.optima-cs.com

