

## Counter Offer

You've made the decision to leave your current job.

You've accepted another offer and have your resignation letter ready. You have analysed and agonised over the decision to leave. However, upon resigning, your current boss asks you to stay. In other words, you get counter offered.

What do you do? Do you stick to your decision to leave, or change your mind and stay?

At Balance, we firmly believe that once a decision to leave has been made and communicated to your employer, it is very unwise to change your mind.

Here are some of the key reasons:

- Once you have resigned you have breached the employer/employee trust which can be hard, if not impossible, to restore. In your employer's mind, will they ever see you as a loyal and committed employee again? As attractive as counter offers may seem, accepting them may greatly decrease your chances of achieving your career potential.
- Whilst being counter offered is flattering, you need to think about the original reasons for looking for a new role:
  - Lack of career progression
  - Poor salary/incentives/conditions
  - Poor management team
  - Lack of opportunities to learn new skills
  - Wanting to move into a different industry
  - Lack of challenge
- It's unlikely that any of the key reasons that originally led to you deciding to leave will be altered by a counter offer. And it's not surprising to hear that around 80% of candidates who accepted a counter offer will leave within the next 12 months anyway.
- If you think you might give in to the possibility of a counter offer, should you be accepting the alternative offer in the first place? Your reputation in the market may be affected if your new employer interprets your rejection of their offer an unsavoury negotiating tactic with your existing employer.

Your recruitment consultant at Balance Recruitment will be happy to coach you through the resignation and post-resignation process.