

Moving jobs is stressful, often difficult, and never straightforward. The best thing to do is try and work with genuine and trusted recruiters who have your interest at heart.

What does a counter-offer really look like?

There are predominately two types of counter-offers you are most likely to have presented.

Financial: When you resign and confirm you have accepted a new job, your employer presents you with an offer to increase your current salary.

Emotional: This is a tough area as it often relies upon your sense of loyalty and can really tug at your heartstrings. This occurs, not in the form of a formal offer, but in a reiteration of your value and sometimes suggestions or promises of better things to come.

“Forbes says 80% of employees who accept a counter-offer leave within six months and even more within the year.”

Counter-offers are part of an employer's tool-kit to entice you to remain. A counter-offer can be tempting and is almost always flattering, they are designed to convince you to stay, thus benefitting you more from staying than leaving - but that does not necessarily mean taking one is the best option for you. It will always be easier to stay. But does your employer value you so much? Before you decide to accept a counter offer, here are 8 questions to ask yourself:

- 1 Why did you really want to leave?
- 2 Why would they offer more money and/or a better job only once you resigned?
- 3 Is this just an early salary review in disguise?
- 4 Are you ready to take on more? And if so, what was the holdup?
- 5 Does the role you are being offered actually exist?

6

How will you be treated if your employer knows you were ready to leave?

7

Will it change the workplace dynamic?

8

Will you be left wondering what could have been?

Top Tips:

- Do resign professionally and in writing to avoid misunderstandings.
- Practice what you want to say beforehand but bear in mind that your boss may throw a curveball by making a counter-offer.
- Resign in person if possible and find the right moment. Make sure to keep your plans private and tell your manager first.
- Handling your resignation with professional confidence should leave little doubt in your decision and avoid conflict.
- Do not buy into emotion. This is a business and a career decision.
- Do keep your end goal in sight. Remind yourself of all the reasons that drove you to consider leaving in the first place.
- Wish them luck and remember your professionalism, with a thorough and clear handover that will leave a great lasting impression.
- Make sure everything is in place with your new employer before you hand in your notice.
- Moving jobs is stressful, often difficult, and never straightforward. The best thing to do is try and work with genuine and trusted recruiters who have your interest at heart.

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