

Counter Offer

There is a rule of thumb amongst recruiters that 70 to 80% of candidates that accept a counteroffer either leave or are let go within 12 months of accepting this.

There are many reasons why your current employer will counter offer you to stay. One of the main reasons behind counteroffer is that the cost of having to hire someone to back fill your position would cost more than just giving you an increase on your current salary. We are not saying all counteroffers are bad, but if you have made the effort and evaluated both your current position and new role. Then you are clearly unhappy with where you are at the moment...

Below are some reasons that you should consider before accepting or declining a counter offer.

1. You had to quit to get a raise. Why have you suddenly become more valuable since giving your notice? It should make you wonder why you weren't valuable enough to deserve a pay rise before—when you were coming into the office every day and dutifully attending to your job duties.
2. Things won't change. The frustration, the stifling feelings, and the dissatisfaction that led you to seek new job opportunities will remain, and it's unlikely that the bump in pay will make those things any more bearable. Whatever turned you off about your job prior to the new offer will continue to be irksome after you accept it.
3. You may be shunned. When you give notice, you are, in effect, abandoning your boss. As in many types of relationships, the rebuffed party begins to bargain: Give me another chance. Things will get better. I can change! No one, after all, wants to be the terminating party. But once your boss' anxiety is eased and you've agreed to the counteroffer, new emotions will set in: resentment, suspicion, distrust. You will likely spend your remaining time at the company on the fringes—excised from the inner circle for your show of disloyalty (and coworkers may resent the raise and how you got it).
4. Job security will diminish. Your boss fought to keep you from quitting, sure. But when it comes time to lay off some individuals, it's a safe bet that you'll be somewhere toward the top of the list. Remember: Your boss wanted you to stay for his benefit, not yours. If he has the opportunity to get rid of you on his terms—now that you've revealed a willingness to be a turncoat—he's likely going to take it.
5. You're going to leave anyway. Four out of five employees who accept counteroffers end up leaving the company within nine months, according to the recruiting firm CyberCoders. Review Nos. 1 through 4 for reasons why.
6. You've already accepted an offer. And what about the new job offer you already accepted? By virtue of hiring you, that employer already has demonstrated a belief that you are valuable—and you haven't even had your first day yet. Your current employer, on the other hand, has begrudgingly offered you more money to get you to stay to suit his purposes. Also, leading on prospective employer—attending interviews, negotiating, accepting an offer, allowing the prospective employer to think the job has been filled—is a bad career strategy in general.