



Zeta Consulting

Executive Search

The TRUTH about the COUNTEROFFER

You tender your resignation, your boss is aghast. You are told not to commit to a new position and a meeting is scheduled to discuss your future. Here comes the counteroffer. Of course, we'd all like to accept it as a sign of unrivaled importance and value to our employer, and as confirmation that they'll stretch to serious lengths to keep you.

Your manager and your company will have many good reasons to want to keep you, but do their reasons align with what is best for your future?

It is important to consider your resignation from your manager's perspective. Besides your obvious brilliance, what are some other reasons to convince you to stay - IF EVEN FOR THE SHORT TERM?.

- Replacing an employee is an expensive, risky and time consuming process. This could not be happening at a worse time! It will mess up their budget to recruit this time of year and they do not have time for this right now.
- When they do find someone, who is going to train them? They don't have the time or resources to train someone new and you are adding more to their plate.
- Ego blow – why would one of my direct reports be looking at other opportunities? Losing a quality person might reflect badly on your boss.
- Wait! Aren't you in the middle of a project? Even if you could just stay for XYZ. They want you to finish the project you are working on.

Should I stay or should I go...

What is a good reason to accept a counteroffer and stay where you are? You wanted to move, you've been through the recruitment process, you've been successful and you have scored a job that meets your goals.

Maybe I should just stay. I know the position, company and look at this counteroffer, my manager obviously values me. But consider:

- From the day of your resignation, your motivation will be in question and this lack of “loyalty” will be an obstacle to future growth. Your colleagues will look at you differently - after all, you

don't really want to be there do you?

- Your boss has to protect his or herself. They will keep their eyes open for your replacement based on your perceived lack of loyalty.
- Do you want to work somewhere you have to threaten to leave before they offer you what you deserve? What happens the next time you deserve a raise/promotion?
- How guilty do you really feel? After all, shouldn't you be putting yourself and your family first? Would the company think twice about getting rid of you if they had to cut back?
- Has the real reason you resigned been adequately addressed?

Your manager and company probably have good intentions, but 6 months from now you will not be happy. Unfortunately, we have heard too many experiences from people who have taken counter offers. It never seems to work out as promised.

Don't let an unexpected counteroffer stop you in your tracks! Take the offer in stride, thank your employer for the opportunity and reaffirm your commitment to leave.