

Ten Reasons Not to Accept a Counteroffer

You're unhappy with your present job, so you've been job hunting after hours and during lunch. Finally, you land a new position that means more money, a better situation, and new opportunities. But when you give notice to your current employer, your boss says, "Tell me what they offered. I'll match it or beat it."

Before jumping at a counteroffer, think long and hard. Ask yourself this -- If you were worth X dollars yesterday, why is your company suddenly willing to now pay you Y dollars today? Accepting a counteroffer can have numerous negative consequences. Consider these top 10 reasons to say "no" to a counteroffer.

Reason No. 1:

What type of company do you work for if you have threatened to resign before they give you what you are worth?

Reason No. 2:

Where is the money for the counteroffer coming from? Is it your next raise, early? (Many companies have strict wage and salary guidelines that must be followed).

Reason No. 3:

Your company will immediately start looking for a new person at a lower salary.

Reason No. 4:

You have now made your employer aware that you are unhappy. From this day on, your loyalty will always be in question.

Reason No. 5:

When promotion time comes around, your employer will remember who was loyal and who wasn't. Which list do you think you will be on?

Reason No. 6:

When times get tough, your employer will begin the cutback with you.

Reason No. 7:

The same circumstances that now cause you to consider a change will repeat themselves in the future, even if you accept a counteroffer.

Reason No. 8:

Statistics compiled by the National Employment Association confirm the fact that over 80% of those people who elected to accept a counteroffer are not with their company six months only.

Reason No. 9:

Accepting a counteroffer is a bribe and a blow to your personal pride. Were you bought?

Reason No. 10:

Once the word gets out, the relationship that you now enjoy with your co-workers will never be the same. You will lose the personal satisfaction of peer group acceptance.

You need to think carefully about all these facts before making a final decision. Evaluate your reasons for leaving your current position, the reasons you accepted the position and what your career goals are. A mistake in your career could cost you your future, professional growth and money.