



CANDIDATE ADVICE

Counter Offers: What Should I Do?

Why accepting a counter offer rarely works out – and what to think about before you decide.

At Sigma Recruitment we often find that candidates receive a counter offer from their current employer shortly after accepting an employment offer from another company.

In our experience, accepting a counter offer is usually a very bad career decision: most employees who accept one are looking to leave again within three to six months. **Here are some of the reasons not to accept a counter offer.**



Why a counter offer rarely works out

- **Your current employer is covering themselves.** When you leave they lose money, and your manager looks bad. It is better for them to keep you on board until they can find a replacement.
- **You become a trust risk.** You have threatened to leave once. In their eyes it is only a matter of time before you do it again, and smart companies will not allow themselves to be put in that position. You will never be perceived the same way once you have threatened to leave and then decided to stay.
- **Any situation that causes an employee to seek outside offers is suspect.** If money is the issue, why has it taken you finding a new role elsewhere for your employer to realise they need to pay you more? If you are worth more money now, why weren't you worth it 15 minutes ago? The same applies to promotions: if it has taken the threat of you leaving to get one, how will you get the next?
- **The reasons you wanted to leave will still be there,** even if they are temporarily shaded. Employers tend to over-promise and under-deliver on the changes promised as part of a counter offer.
- **Quality, well-run companies won't make counter offers – ever.** How would you feel if you were the manager and one of your employees forced you into something by saying "If you don't do this, I'm quitting"? I know personally I'd be angry; in fact I'd be more than angry. If an employee does not like working for a company, whatever the reason, why would you want them to stay?

- **What's different today compared with yesterday?** It should not have taken you moving on for them to offer you more money or an improved position.
- **When promotion time comes around,** your employer will consider who was loyal and who wasn't. Which list do you think you will be on?
- **When times get tough,** your employer may well begin the cutbacks with you.

Talk it through with us

If you have received a counter offer and are unsure what to do, call us on 02920 450 100. We will talk through your options honestly – including whether staying put is the right call for you.