



## Counteroffers and Why to Avoid Them

Many people who resign from their jobs are given a counteroffer to stay by their employers. Counteroffers can be tempting, but it's important to weigh up the pros and cons carefully before making a decision.



Here are a few reasons why you should avoid entertaining a counteroffer discussion after handing in your notice:

- **Underlying issues aren't solved by a counteroffer.** The reasons you're leaving your job are likely more than just salary. A counteroffer may address your salary concerns, but it's unlikely to address the other issues that are making you want to leave.
- **Your loyalty will be questioned.** Once you've resigned, your employer will always wonder if you're truly committed to your job. This can make it difficult to advance your career and may also place you at greater risk during times of economic uncertainty.
- **The job does not meet your long-term goals.** If you're leaving your job because it's not a good fit for your career goals, accepting a counteroffer is only going to delay your progress.
- **You are being paid under the market rate.** If you're not being paid what you're worth, a counteroffer is probably not enough to make up the difference. You're better off finding a new job that will pay you what you deserve.
- **It may be a long time before you get another pay raise.** If you're only getting a raise because you threatened to leave, it's likely to be a long time before you see another one.
- **Counteroffers can be a stall tactic.** Employers sometimes make counteroffers just to buy themselves time to find a replacement. If you accept a counteroffer and then your employer finds a replacement, you may soon find yourself out of a job.
- **Don't tell your current company where your new job is.** Even if you have a good relationship with your current employer, telling them who you are joining can create unnecessary tension and awkwardness. It can also lead to potential conflicts of interest, such as if your new employer is a competitor or client of your current business.



### **How to decline a counteroffer**

When declining a counteroffer, be polite and firm. Thank your employer for the offer but explain that you've already made up your mind. You may also want to offer to help train your replacement or transition your work to someone else.

Here is an example of what you could say in order to help decline that inevitable and uncomfortable counteroffer meeting:

"Dear [Manager's name],

Thank you for the counteroffer. I appreciate you valuing my contributions to the company. However, I have decided to accept a new position elsewhere which I feel is a better fit for my career goals and work-life balance.

I am committed to making the transition as smooth as possible.

Please let me know how I can help train my replacement or transition my work to someone else.

Kind regards,

[Your name]"

**Remember, you owe your current employer nothing. You have the right to leave your job for any reason, and you don't have to explain yourself.**