

Incite Solutions Ltd.
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The flattery of counter offers

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At ISL Recruitment we understand that a new job is a huge change in anyone's life. If you've reached the stage where you've gone through the process of putting together your resume, applied for positions, interviewed and finally received a job offer it is unlikely you will be swayed by a counter offer from your existing employer, or will you? What should you do when your current employer at long last realises how unhappy you are and offers you the salary, position or location you've always wanted....



An article from [Lisa Quast](#), Forbes magazine discussed this topic and concludes the answer should always be "no". Lisa's reasoning is that before you start job hunting you will have already explored all possible avenues for fixing what was wrong in your current role:

- If you deserved a higher remuneration package – you'd have asked for an improved package and if the role justified it and the money was available your manager would have delivered.
- If you found the role too easy – you'd have asked your manager for a wider scope and or more complex work.
- If the commute was unbearable – you'd have asked about how you could work from a different office or from home for some of the week.

Whatever the issue, surely you would have already sought to make those changes without having to go through the often long process of job hunting. So, just when you have another job offer your manager can suddenly find the budget for a pay rise, the more interesting projects or is more amenable to you working from home? To be merciless, the reason is because your manager is trying to avoid the disruption of having to recruit a replacement.

If you stay you may receive the pay rise you wanted, but next time it is time for your annual pay review do you really think you will be offered a further pay rise? Is the more interesting, challenging role going to continue to be yours?

Don't be too flattered by counter offers. Carefully think through why you started job hunting and be flattered by your new job offer working in a new organisation which values you without the threat of a counter offer.

Time and time again at ISL Recruitment we see employers making counter offers. Of course, it's always good to feel in demand, but you need to rise above this and carefully review the whole employment package. In our experience staying put is rarely the right answer.

