



COUNTER OFFERS

WHAT TO BE AWARE OF

Guidance for professionals

Counter-offers are a common occurrence during the recruitment process and often a temporary measure used by employers looking to avoid rehiring for a position, once an employee has decided to resign from their current role. It's important that professionals are equipped with the below information and facts needed to make an informed decision.

If your employer provides a counter-offer, we advise you consider the following:

Are your reasons for leaving more than salary related?

Actively embarking on a job search normally indicates you're looking for a new challenge, career development, and may be generally dissatisfied your current situation. Assess your current situation from current career opportunities, variation of role, to work-life balance and company culture and values. Evaluate what's important to you and whether what you're dissatisfied with will change, if not, looking for a new role is likely the right answer.

Maintain an open and honest dialogue with your current employer

It's important to examine the reasons behind your employer's reluctance to support your career move. Is it simply to avoid the costs and logistics that come with filling your current role? If not, has your company demonstrated that you're valued enough to be fought for? Apart from salary, what else are they prepared to do?

Will accepting a counter-offer impact your performance and/or career progression?

If your initial reasons for leaving weren't addressed, you may find yourself passively job searching on company time. Does your organisation encourage development and meet your needs? Ensure accepting a counter-offer doesn't stifle further advancement.

Will your working relationships be affected if you accept a counter-offer?

Good relationships are vital to high performance, reputation and your happiness. Will accepting a counter-offer foster an environment of uncertainty and distrust amongst management and colleagues? Don't let pressures and expectations keep you from achieving your potential.

Don't be afraid of change

Counter-offers can sometimes appear like an appealing prospect because change is daunting. We're often told success lies beyond the boundaries of our comfort zone; don't let fear of the unknown keep you from career and personal development. Reflect on the reason why you chose to job hunt in the first place.

Seek advice from the professionals

With a wealth of experience, recruitment consultants can offer informed, impartial advice. Counter-offers are a common occurrence, your consultant will have certainly guided many through the process before you. They are there to support you throughout your career journey, if you have concerns or worries ask their advice.

Take your time

Counter-offers can feel like a pleasant bonus or a conflicting challenge. Make sure you take the time to properly assess your options and different employment contracts. Don't be pressured into making a decision quickly. We recommend asking for at least a day or two before making your decision.

For more information on how to navigate counter-offers, as well as some further statistics, you can read more in our article. If you need additional advice or just an informal, impartial chat, don't hesitate to contact your IDEX recruitment consultant.

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