

Everything You Need to Know About *Counteroffers*

Counteroffer *Insights*

Receiving a counter offer can feel flattering, but it's worth considering all angles before making a decision.

While the immediate benefits may seem appealing, accepting a counter offer often comes with hidden risks.

Research shows that a huge 70% of employees who accept counter offers end up leaving their company within 12 months*

This statistic highlights the importance of carefully considering your long-term career prospects before making a decision.

Evaluate Your *Motivations*

When faced with a counteroffer, before making your decision it is worth considering these key factors:

YOUR ORIGINAL MOTIVATIONS:

List your reasons for seeking a new job.

Are they solely financial, or do they involve factors like career progression, work-life balance, or company culture?

THE OFFER:

Does it address all your concerns or only focus on salary?

For example, if you sought more responsibility, does the offer include a promotion or just a pay rise?

YOUR DESIRED TRAJECTORY:

Will staying hinder opportunities you might have in the new role?

For instance, if the new role offers exposure to emerging technologies or a chance to lead a team, weigh this against your current position's potential.

When Counteroffers *Can Work*

Counter offers can be a suitable solution when your primary reason for considering a move is financial.

1

Your main motivation for leaving was financial

2

The offer addresses all your concerns, not just salary

3

If you're satisfied with the company and your role

4

The offer aligns with your long-term career aspirations

IT'S CRUCIAL TO REMEMBER THAT IF THERE ARE OTHER ISSUES, SUCH AS LACK OF PROGRESSION OR PROBLEMATIC WORKPLACE RELATIONSHIPS, A COUNTER OFFER MAY ONLY PROVIDE A TEMPORARY FIX.