

DEALING WITH COUNTER-OFFERS

Congratulations! You have gone for the interviews and have finally landed that dream job you've been looking for, and you have taken the daunting step of tendering your resignation and informing your employer of your intention to leave the company.

Suddenly, your manager asks you not to leave. A meeting is called and your decision to leave is called into question. Appeals are made and proposals are offered to make you re-consider your decision to leave the company's employ. In a nutshell, your manager makes you a counter-offer. How do you react? "You are too valuable and we need you," or "We were just about to promote you, it was confidential until now." These are some of the flattering comments that a manager would normally say to an employee who has announced his/her decision to leave. It is human nature to find these statements very flattering and good for the ego. They also often lead to extreme confusion and a state of uncertainty for the affected employees.

Research has shown that counter-offers seldom work in the long-run. They are reactive, temporary measures that employers use to buy time while they make arrangements to replace you, and they never are made with your best interest at heart. Counter-offers should always be treated with extreme caution. Let's face it, if you accept a counter-offer, you will always be treated with suspicion and will always be considered a fidelity risk. Your loyalty will always be questioned

The vital question to ask yourself when you are made a counter-offer is, "will I have to resign every time I need my employer to change my working conditions or give me a salary increase?" Answering this question as honest as possible can stop you from making one of the biggest mistakes in your working life.

Employees normally resign for more than one reason – salary too low, no growth opportunity, conflict with superiors etc. Being offered more money to stay can be very tempting, but your other reasons for wanting to leave will still exist, and you will probably end up leaving after a few months anyway. The truth is, well-managed companies don't make counter-offers. They provide fair working conditions and remuneration packages that demonstrate how valuable their employees are.