

Counter Offer

Our guide to handling a counter offer scenario

Your Resignation

When you resign it's standard practice for your current employer to respond by making a counter offer. In this guide we highlight why you should expect it and ultimately why the large majority of people that accept a counter offer end up regretting it.

Don't be surprised if you're immediately offered:

- A salary increase
- A promotion or promise of a future promotion
- Improved hours of work / more flexibility

A counter offer can be flattering and your line manager (or people higher up in the business) will often try and put doubt in your mind. It's important to stay steadfast in your decision and stay focused on the facts:

- This is only being offered to you because you've resigned
- It's a reaction (not an action) from your employer purely designed to save time, cost and hassle of having to recruit a replacement
- Everyone has to make bold decisions at some point of other during their career. Do you think your line manager would be easily convinced to change their mind if they were offered a better opportunity elsewhere?

Tactics often used to persuade people to stay

Outside of the obvious tactics (more money, promotion, flexibility etc.), it's common to expect:

- Repeated attempts throughout your notice period to get you to change your mind.
- A director or a senior person in the business wants to meet with you to tell you how valued you are and the bigger plans they have for you.
- Your current employer to criticise the business you're joining. They may try and question your logic and sow the seed of doubt.
- Some emotional leverage to be applied e.g. pulling on your relationships with your colleagues and the impact your leaving might have on others.

Why you should expect it

The ideal situation is that your employer respects your decisions and understands your reasons for moving on. So why do some employers try to counter offer when faced with an employee resigning?



Faced with the short-term predicament of now having to hire for this soon-to-be vacant position, the inconvenience of appointing a new position can result in a *short-term fix* offer.

Depending on your timing this may fall around peak time for your company making it more difficult for them to hire for the role before your departure where you would ideally handover prior to leaving.



The key agenda of a counter offer is often for the employer to buy more time to find your replacement or an alternative solution, then look to terminate you on *their terms*.

Recent data shows that the average cost of replacing a staff member in the UK is around £30,000. With repercussions in mind, a small salary increase in the short term is a cost saving method for the company.



A last ditch attempt to offer you a salary that reflects your true value shows that you haven't been fairly rewarded or incentivised during your time with the company.

The recruitment, training and onboarding costs and time spent getting your replacement up to speed are considerably more than offering you a salary increase to stay in your role. Your employer will usually opt for the convenience of this to mitigate cost and potential disruption caused by your leaving.

Reasons you shouldn't accept a counter offer

Counter offer conversations are for the company's gain without your ambitions in mind. Your resignation will create a question mark about your loyalty and even though your employers want you to stay in the short term.

We have seen in the past that people who stay can be...

1. Overlooked for progression in favour of more loyal employees,
2. Often the first to be exited in there's a future restructure / cost-cutting experience.

It's proven by statistics that **85%** of people who accept a counter offer are **back on the job market within 6 months**.

90% of candidates who accept a counter offer **will leave the business within 12 months**.

If your boss was presented with a better offer then they would do what's right for their career and development. **It's important that you also put yourself first!**

Detail2Recruitment are here to help!

Resigning and working a notice period can be a difficult time to navigate and you may face many different scenarios, go through different emotions, and have questions along the way.

The Detail2Recruitment team are on hand to guide and support you through this transition into your new role. If you need any clarity on any scenario or if you have questions, do not hesitate to contact us. We have plenty of experience and helpful resources to make this journey as smooth as possible.

Contact Us



info@detail2recruitment.com



0333 023 0045



www.detail2recruitment.com



Detail2
Recruitment