

Kimmel & Associates

COUNTEROFFER GUIDE

TIPS FOR CANDIDATES

*We are dedicated to providing guidance
and support at every stage of the process.*





Counteroffer Guide

TIPS FOR CANDIDATES

The Truth About Counteroffers

Deciding to transition from one company to another is a complex decision that requires careful consideration, market exploration, and family discussions. By the time you have gone through the interview process, received an offer, and made the decision to resign, it is important to **feel confident and committed** to your choice.

Receiving a counteroffer from your current employer is a **common response** to avoid the costly and time-consuming process of replacing a valued employee. These counteroffers can come in various forms, such as increased salary, a new job title or role, more challenging assignments, or additional vacation time.

However, accepting a counteroffer typically has detrimental effects on your long-term career prospects. There are several reasons why it is in your best interest to decline a counteroffer and **move forward with your new career opportunity**.

First and foremost, you started looking for a new position for a specific reason, and that reason remains unchanged despite any offers made by your current employer. It is crucial to question why it took the submission of your resignation for your company to present this new offer. The answer is often unsatisfactory.

Moreover, your employer should be compensating you based on their assessment of the position's worth. Being paid either more or less than what your employer deems appropriate can lead to misunderstandings, resentment, and damage to the working relationship.

From the employer's perspective, your decision to resign indicates unhappiness and raises concerns about your loyalty. This fundamentally **alters your relationship** with managers, colleagues, and the company as a whole. When it comes to bonuses, promotions, or downsizing decisions, your reputation will undoubtedly influence how you are treated.

Employers invest significant time, money, and effort in the hiring process, from recruiting and interviewing to extending an offer. If a company is put in the position of restarting that process, it can **reflect poorly** on your professional image.

Remember Your Why



It's important to **reflect** on your own unique circumstances and aspirations to determine the most significant factors driving your decision to **make a change**.

- 1. Personal Growth:** Are you seeking new challenges, skills, and opportunities for personal development that your current position cannot provide? Moving to a new career path can offer fresh learning experiences and professional growth.
- 2. Work-Life Balance:** Seeking a career change can help you find roles or industries that prioritize a healthier balance between work and personal life.
- 3. Alignment with Passions and Values:** Making a career move can provide an opportunity to pursue work that is more meaningful, fulfilling, and in line with your core beliefs.
- 4. Career Advancement:** Are you feeling stagnant in your current position with limited opportunities for growth and advancement? Transitioning to a new career path can open doors to promotions, leadership roles, or industries that offer better prospects for long-term career progression.

To clarify, we are not suggesting that you must accept every job offer you receive. However, if you do accept an offer, it is essential to **honor your commitment** for the sake of your long-term career.

Accepting a new job offer is an **exciting opportunity**, and while leaving a company can be challenging, it is important to focus on the possibilities of your new career and not let a counteroffer hinder your progress.

"Don't look back. You're not going that way."

4 Reasons Not to Accept a Counteroffer

They Limit Opportunity Access

Scheduled raises and typical bonuses are often stalled or eliminated altogether once an employee has secured a raise due to a counteroffer. That initial bump can actually **cost candidates money** in the long term because companies are more likely to freeze pay increases for a significant period of time after someone has threatened to quit.

Additionally, when great opportunities for growth come up, a candidate who has shown a lack of commitment to their employer may not always be at the top of the list for consideration. But if the company has to make tough personnel decisions, those same employees will be at the top of those lists.

They Strain Professional Relationships

A resignation will fundamentally change an employee's relationship with their employer - even if they change their minds and accept a counteroffer. Management might see that employee as disloyal or as a flight risk and begin to seek replacement options. After all, that employee has already resigned once; common sense says they have one foot out the door and it's only a matter of time before they leave.

The damage doesn't stop there. **Team dynamics are challenged** by turnover, and the threat of an unstable team can affect productivity and morale. A candidate's peers might also resent any pay discrepancies that arise due to the counteroffer, spoiling co-worker relationships.

They Offer No Solution

Accepting a counteroffer usually means more money for the employee - and nothing else. The same issues that existed before (whether that's a lack of growth opportunity, a misalignment with company culture, or another professional need that's not being met) will still exist, and the candidate won't be any more fulfilled just because their paycheck is a little higher.

In fact, existing frustrations can actually intensify because employees now face those challenges knowing they had the opportunity to make a change. Research shows that about **80 percent of candidates** who accept a counteroffer either leave or are let go from their employer within a year.

They Damage Market Reputations

If a candidate has accepted a new job with a company and then reneges to take a counteroffer - whether it's from a current employer or a rival firm - bridges can be burnt. Employers invest a significant amount of time and money into the recruiting process, and when a candidate backs out at the last minute, employers have to start that process all over again.

They are unlikely to consider that candidate for future openings, and if a recruiting firm was involved, that relationship is also likely to suffer. And **job markets are a small world** - word spreads about flaky employees, and more companies than just the one affected might hear negative chatter about the candidate.

Accepting a counteroffer is like applying a Band-Aid to a gaping wound. It's a **temporary fix** that can ultimately make things a lot worse. If a candidate is not satisfied with their current employer, they will still be unhappy even if they are making more money. Of course, there are occasions when counteroffers do work out, but in our experience, those cases are very rare and involve unusual circumstances. For the vast majority of candidates who are seeking job satisfaction and long-term career growth, a **counteroffer is not the answer**.

[Read More](#)

ADDITIONAL RESOURCES

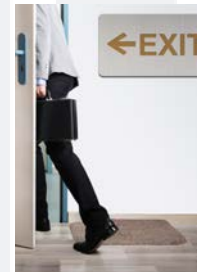
INTERVIEW PREP

[How to Answer 5 Tricky Interview Questions](#)[How to Prepare for a Multi-Interview Hiring Process](#)[11 Questions Candidates Should Be Asking During Job Interviews](#)

COUNTEROFFERS

[Offering and Accepting Counteroffers: It's a Mistake!](#)[4 Reasons Not to Accept a Counteroffer](#)[Accepting a Counteroffer Affects Your Job](#)

RESIGNATION

[6 Resignation Do's and Don'ts](#)[Resignation is a One-Way Process](#)

ONBOARDING

[Onboarding Do's and Don'ts for Employees: How to Successfully Transition to a New Company](#)[3 Reasons Maintaining Integrity During the Hiring Process is a Must](#)

CAREER SUCCESS

[How to Take Control of Your Career Trajectory](#)[A Guide to Professional Networking: How & Why to Make it a Priority](#)[Don't Let Others' Reviews and Opinions Determine Your Career Choices](#)