

Why You Shouldn't Take a Counteroffer

Often employees aim to get a job offer from a company with the sole aim of trying to force their current employer to make a counter offer and pay them more money.

Is that a good idea?

Using another job offer as a bargaining chip may be tempting, but too often, it ends badly. If you want an increase or promotion, then negotiate it on your own merits - or prepare to move on.

Some reasons why:

1. The employer might panic, and make a counter offer so you can finish a current project or whatever BUT after initial relief that they don't have to find someone to replace you your relationship and standing with the company has fundamentally changed. You are the person who wanted to leave, you "forced" them to give you more money. You are **no longer part of the inner circle** and you might be on the shortlist when the next round of restructuring and retrenchments take place.
2. Or they say, we cannot lose him/her right now, so let's pay a bit more in the short term but then try and get rid of him/her as soon as a suitable replacement has been identified. **About 70 to 80 percent of people who accept counteroffers leave the company within a year.**
3. And was money the **ONLY** reason you were looking for another job? Most probably not – and those **other reasons won't go away** with an increase, right? Very soon you will be on the job market again.
4. And why did it take a threat from you to leave to get an increase? **Why are you NOW worth more money**, why did they not give you an increase without you threatening to leave – why are you suddenly worth more to them now? And the next increase – do you have to go through the same again?
5. And if you did not really want to leave, if you were **bluffing, it can backfire** and you could be told to accept the other offer.
6. Also, if you accept a counter offer, find after a few months you want to really leave, because nothing has changed apart from more money, the company that made you an offer before will most probably not offer you a job again, and its back to the **job search process from scratch.**

Of course, sometimes accepting a counteroffer works out, there are always exceptions. But be very cautious and examine your reasons carefully before accepting a counter offer.