



## ***Ten rational reasons for not accepting a Counteroffer***

- 1.** You have now made your employer aware you are unhappy or looking to leave and in their mind, your loyalty may be in doubt.
- 2.** When promotion time comes around, your employer may remember who is loyal and who is not.
- 3.** As you have already received an increase due to the counteroffer, it is less likely you will be in the running for the promotion.
- 4.** Consider where the money for the counteroffer is coming from? All companies have wage and salary guidelines to be followed. Is your next raise early?
- 5.** When times get tough and cutbacks are needed, you may no longer be safe.
- 6.** Most company's succession plan and will provide some time for them to immediately start looking to fill your position with someone cheaper.
- 7.** The same circumstances that now caused you to consider a change, will repeat themselves in the future, even if you accept a counteroffer.
- 8.** Statistics show that if you accept a counteroffer, the probability of voluntarily leaving in six months or being let go in one year is extremely high.
- 9.** Once the word gets out, the relationship that you now enjoy with your co-workers may never be the same. You may lose the personal satisfaction of peer group acceptance.
- 10.** Will you need to threaten to leave in the future in order to get another pay raise or promotion?



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