



# What You Need to Know About Counteroffers

As a Skilled Tech Professional



## 3 QUESTIONS You Need to Ask to Easily Make a Decision About a Counteroffer

So, you got the job offer you wanted, you put in your two weeks-notice with your manager, and the unexpected happens: Your current company offers you a counteroffer. Now what?

While flattering, do you consider it? Ask yourself these three questions to help you decide.

A counteroffer typically involves acknowledging your value by offering additional money or benefits, a promotion or maybe even changes for the better within the company.

### QUESTION 1

#### What's the motive behind my counteroffer?

When your manager first heard you were leaving, a lot of things happened behind the scenes. By the time your employer extended a counteroffer, they thought a lot about the impact. How will this affect morale, project deadlines, your team? Will others follow you?

**One thing: make sure the counteroffer isn't about what they need—it should be about what you need.** While you may be getting this counteroffer because you planned to leave, it is possible that they do address your true reasons for leaving, so what will this offer ultimately mean for your success and progression?

If you accept the counteroffer, will it save you from another job search in six months?

### QUESTION 2

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#### Why did I start my job search?

Remember what led you to open your job search or consider another opportunity. Was something lacking? Did you express concerns that were ignored, or did you stay silent?

Do not get caught up in the money if that's not your true reason for leaving—especially if it's the first your manager is hearing about it. What do you need out of your next role, whether at your current or new employer? Consider whether the counteroffer will accomplish those expectations long-term, or if you're willing to accept some temporary growth.

#### How will this impact my long-term career plans?

Your job search and departure may appear to your colleagues and boss as a lack of loyalty, creating tension. Accepting a counteroffer may not have an immediate effect, but it could create a lingering scenario used as leverage in future career discussions or worst-case, buy your employer time to find a replacement. (If this is a real fear for you, scroll up and read the "motives" section above)

Give yourself some time to map out different scenarios, and don't eliminate either your new opportunity or counteroffer right away. It is likely you will receive a counteroffer more than once in your career, so identify your career needs and goals now will help you in the future.

You decide: are you open to a counteroffer?

80%

#### Who Accept Leave Within 6 Months

Global studies revealed that 80% of candidates who accept a counteroffer from their current employer end up leaving within 6 months and 9 out of 10 candidates who accept a counteroffer leave their current employer within the twelve-month mark.

2/3

#### Superiors Question Loyalty If You Accept a Counteroffer

If you accept a counteroffer, your employer may always wonder when or if you'll look again. In fact, 2/3 of HR Leaders say superiors will question your loyalty moving forward.



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## Is your job offer competitive in this market?



Download our 2022 Tech Salary Guide to find out.