



Counteroffer Information

When you resign from your company, you need to be prepared for a counteroffer discussion to take place, assuming you are a top producer at your organization and highly respected. They will not want to let you go easily. It will cost more to replace you than it will to keep you.

If you are even considering that you might accept a counteroffer from your present employer, you should remove yourself from any search process you maybe involved with, and try to get what you want from your employer without threatening to leave.

At Protis, we feel strongly that accepting counteroffers is going to adversely affect your career. Read through the list of reasons not to accept a counteroffer below, and you will begin to see why we will not work with candidates who we feel might accept a counteroffer.

1. You have now made your employer aware that you are unhappy. From this day on, your loyalty will always be in question.
2. When promotion time comes around, your employer will remember who is loyal and who is not.
3. When times get tough, cutbacks will begin with you.
4. Accepting a counteroffer is an insult to your intelligence, and a blow to your personal pride - you were bought.
5. Where is the money from the counteroffer coming from? All companies have wage and salary guidelines that must be followed. Is it your next raise early?
6. Your company will immediately start looking for a new person at a cheaper price.
7. The same circumstances that now cause 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 to a year is extremely high.
9. Once the word gets out, the relationship that you now enjoy with your coworkers will never be the same. You will lose the personal satisfaction of peer group acceptance.
10. Why did you not get the money you were worth before you resigned?