



## The Counter Offer

- Make sure the referee has a copy of your resume.
- You should not have to threaten to resign to get what you are worth.
- Any situation in which an employee is forced to get an outside offer before the present employer will suggest a raise, promotion or better working conditions is suspect.
- No matter what the company says when making its counter offer, having once demonstrated a lack of loyalty (for whatever reason) you will lose your status as a "team player" and your place in the inner circle.
- A counter-offer is an insult to your intelligence – knowing you were bought.
- Your reasons for considering a change will repeat themselves – even if you accept a counter offer. Conditions are just made a bit more tolerable in the short term because of the raise, promotion or promises made to keep you.
- Counter offers are only made in response to a threat to quit. Will you have to solicit an offer and threaten to quit every time you deserve better working conditions?
- Decent and well-managed companies don't make counter offers – ever! Their policies are fair and equitable. They will not be subjected to "counter-offer coercion" or what they perceive as blackmail.
- Counter offers are usually nothing more than stall devices to give your employer time to replace you.