



## Threatening to leave to get a Pay Rise

- **Be Careful!** - Be extremely careful about using another job offer as leverage. Your boss may call you on it; it's important to really have such a job offer and be willing to take it if you're rebuffed by your boss. Be ready to walk that plank!
- **Don't make idle threats!** - You should not have to threaten to resign to get what you are worth but you can do real damage to your career and future prospects by threatening to leave if you don't get a pay rise.
- **Where's your loyalty?** - 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.
- **It's an insult!** - A counter-offer is an insult to your intelligence that you can't make your own decisions and that you are just after the money.
- **Would you sell your soul?** - You know you were bought and your boss knows it too. You will forever be seen as 'money motivated', greedy and selfish.
- **There goes your future** – Once you have taken a counter offer you won't be seen as a 'Company Man' and will most likely be overlooked for any future promotions.
- **Groundhog Day** - Your reasons for considering a change will repeat themselves. Even if you accept a counter offer and your conditions are made a bit more tolerable in the short term, 90% of people who accept a counter offer leave within the next six months because things don't change.
- **Principles and Ethics** - 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.
- **You'll probably get let go anyway** - Counter offers are usually nothing more than stall devices to give your employer time to replace you.