



7 Questions to Ask Before Accepting a Counteroffer

You've been offered a new employment opportunity, and you're all set to start a new chapter in your career. When you update your current employer with the news, they come back with a counteroffer. Whether this was expected or not, you now need to ask yourself...should I stay or should I go?

At DAHL, we're in the people business, and our employment experts understand it can be difficult to navigate your next career move when this happens. We're here to help by providing you guidance by outlining a few key elements to think about when faced with this career-impacting scenario.

1. Are you staying for the wrong reasons?

The thrill of a promotion or raise is often short-lived if you're still dealing with underlying issues that caused you to look in the first place. Your current employer may have the same negative culture, bad management, excessive stress, or long commute, which doesn't become magically "solved" by the bump in pay. Ask yourself why you were open to leaving your job in the first place and if a financial incentive is enough to make it worth your time.

2. Is this a short-term fix?

National surveys show up to 89% of employees who accepted a counteroffer are no longer with the company after 6-12 months—suggesting that employees were likely to leave their current employer anyway, just later. However, there's no guarantee that the next company/job you find will be better than the offer you currently have in hand. So, are you looking for a short-term fix or a long-term solution to your current career dilemma?

3. Where is the new money coming from?

A counteroffer with additional pay is likely your next raise, just early. Additionally, it can leave a sour taste in one's mouth that it took threatening to leave for your current company to suddenly value you enough to pay you what you're worth. You may also be close to the maximum your company wants to pay for your role, limiting future raises. Before taking the counteroffer, ask yourself what the growth opportunities are and where your career could go.

4. If you accept the counteroffer, will you be perceived differently from now on?

Accepting a counteroffer can be tricky from a workplace culture standpoint, especially if colleagues know you have been looking for something else or have heard that you were considering leaving the company. Your manager and coworkers may now question your loyalty or question whether you're truly happy or engaged with the company. If communication about you potentially leaving is shared with colleagues, will this affect your feeling about how they perceive you.

5. Will you be passed over for future advancement?

Leadership will want to promote people they believe are deeply loyal and plan to stay with the company long-term, and you may be overlooked for future advancement if your allegiance is now in question. As with item 3, ask yourself if there are career growth/advancement opportunities.

6. What if there is a future downturn?

Suppose the economy sours or your industry runs into some hard times. In that case, the first round of layoffs would likely target higher than average earners, people they suspect are already job hunting, or employees who may not be loyal to the company. Unfortunately, after accepting a counteroffer, you may fall into one or all of these categories, depending on how much time has passed. Ask yourself if this is a risk you are willing to take to stay at a current employer.

7. Could you potentially be replaced?

Leadership may have their ear to the ground for people with similar skillsets if they believe you might leave. If a "more affordable" version of yourself comes along, there's a potential that management could proactively replace you. Alternatively, your company may immediately start looking for your replacement, knowing that they bought some precious time and now have longer than your two-week notice to make the hire without ever being short-staffed. Accepting a counteroffer could be a better opportunity for your company than for you.

If you have questions or you want to partner with a DAHL's employment expert, click [here](#) to schedule a free, no obligation career consultation!