

Counteroffers Advice and Coaching 2026

Ten Reasons You Should Never Accept a Counteroffer

Source: JDA Professional Services, Inc.

Studies show that most employees choose to leave a company because of a big problem rather than a little nuisance. Because there is never a good time for a company to replace an employee, many companies use counteroffers as a "quick fix" in order to convince employees to stay. While it is human nature to resist change, and it may seem like a good opportunity at the time, accepting a counteroffer is seldom beneficial for an employee in the long run. The situation remains that accepting a counteroffer will rarely solve the issue that prompted you to seek other employment. In fact, according to national surveys of employees who accept counteroffers, 50 to 80 percent leave within 6 months. Keep in mind that emotions run high when a resignation is received, and employers may tend to make promises that ultimately prove to be unrealistic.

Reasons companies typically extend a counteroffer:

- Department morale often suffers when employees leave.
- Employee resignations do not look good on a manager's record.
- It is cheaper to give you a raise than it would be to recruit a new employee.
- Projects you were working on will suffer delays because of your departure.
- Companies want to have a low turnover rate.
- Companies do not want sensitive or confidential information going to a competitor.
- Companies do not want skilled professionals going to competitors.

Despite how flattering it might be, as a general rule, it is not a good idea to accept a counteroffer once you have made it known that you want to resign. Be advised that your current employer might make you an offer as a temporary solution until they are able to find a more dedicated or cheaper replacement. Therefore, in most cases, accepting a counteroffer is simply a way to postpone the inevitable rather than solve the underlying issues.

10 Reasons NOT to Accept a Counteroffer:

1. A good employer should pay you what you are really worth in the first place.
2. If you must threaten to quit to get what you want, the company is probably not worth working for anyway.
3. A small salary increase is an insult considering how much it would cost the company to replace you.
4. Well-managed companies do not make counteroffers because their policies are fair, equitable, and based on market conditions.
5. Once you have expressed your disloyalty to the company by threatening to resign, your status as a team player will be questioned, and you will always be considered a flight risk.
6. A counteroffer is nothing more than a stall tactic to give the company time to find your replacement.
7. The money for a counteroffer usually comes out of your next raise or promotion.
8. The reasons that make you want to leave will not go away.
9. After hearing of your unhappiness, your manager will feel threatened. This could make for a very uncomfortable work environment in the future.

10. Accepting a counteroffer may cause friction between you and your co-workers and could threaten the morale within your work environment.

The answer is clear. The key to handling a counteroffer is to avoid it happening in the first place.

Additional Sources:

***5 Reasons Why You Should Never Accept a Counteroffer* Source: Robert Half**

So you've applied for a new role, impressed the prospective employer in an interview enough to receive a job offer, and now you have received a counteroffer. You've informed your boss of the job opportunity and handed in your notice. But what's this? Rather than accepting your resignation and wishing you on your way, your current employer is offering you a pay raise to stay. Your employer's move creates something of a dilemma, particularly as the counteroffer is attractive. Do you stick to your guns and reject the counteroffer or stay where you are?

In the vast majority of cases, you should avoid accepting a counteroffer made by your current employer for these five reasons: **Continue reading the full article [here](#).**

***Never Accept A Counteroffer* Source: LinkedIn/Wall Street Journal**

...Ask any executive recruiter, and you'll hear dozens of heartbreaking stories like these involving counteroffers. Unfortunately, more executives seem to be getting and accepting them because of the inconsistent economy. Companies are operating with reduced staff, and any defections from the ranks create problems for those who remain. It's much easier for employers to sweeten the pot to keep executives from deserting than to conduct grueling and expensive searches for replacements. Mathew Henry, the 17th-century writer, said, "Many a dangerous temptation comes to us in fine gay colours that are but skin deep." The same can be said for counter-offers, those magnetic enticements designed to lure you back into the next after you've decided it's time to fly away. But in good times or bad, the dictum remains constant. Counter-offers should never be accepted....EVER! Those few rare instances where accepting one is beneficial occur about as frequently as being struck by lightning.

Also, what really goes through a boss's mind when someone quits? **Continue reading the full article [here](#).**

***The Dangers of Accepting a Counteroffer* Source: The Addison Group**

A Wall Street Journal survey recently revealed that of the 50% of employees who accepted counter-offers, 93% left their companies within eighteen months. While the promise of a higher salary and the comfort of staying in the same place might sound appealing, accepting a counteroffer is often *counterproductive*. To find out more about the risks associated with doing so, **continue reading the full article [here](#).**

Just Say "No" – 4 Reasons to Resist the Counteroffer Source: Steven Douglas

In today's employment market, companies are finding it increasingly hard to fill open positions, thus it has become more critical than ever before to retain good people. Regrettably, some companies focus on retention only when the threat of losing a good employee becomes a reality. As a result, employer counteroffers had become commonplace by 2015. Resigning employees are often pressured to stay through guilt and a pay increase, however accepting a counteroffer can come with some significant risk.

Continue reading the full article [here](#).

***Beware of Counteroffers – They May Beg You to Stay, Then Give You the Boot Later* Source: National Business Employment Weekly**

You've been approached by another company and offered a position with growth potential and a moderate increase in compensation. You've analyzed and agonized over the decision to leave a good (or bad) job for what could be a better one, and have accepted (or decided to accept) the offer. However, upon resigning, your current boss asks you to stay. This appeal is known as a counteroffer of buyback.

In recent years, counteroffers have practically become the norm. "It's almost like a part of the accepted divorce proceedings, and allows the boss to save face with his boss," explains one departing Texas-based executive of a major airline. "And it sometimes has to take its course."

But while buyback offers can be tempting, take care not to fall into the trap or be blindsided to your own detriment. Career changes are tough enough as it is, and anxieties about leaving a comfortable job, friends, and location, and having to reprove yourself again in an unknown opportunity can cloud the best of logic. But just because the new position is a little scary doesn't mean it's not a positive move. **Since buyback gestures can create confusion and buyer's remorse, you should understand what's being cast upon you. Counteroffers are typically made in conjunction with some form of flattery. For example:**

- You're too valuable, and we need you.
- You can't desert the team/your friends and leave them hanging.
- We were just about to give you a promotion/raise, and it was confidential until now.
- What did they offer, why are you leaving, and what do you need to stay?
- Why would you want to work for that company?
- The President/CEO wants to meet with you before you make your final decision...

"Beware of Counteroffers – They May Beg You to Stay, Then Give You the Boot Later" originally published in the National Business Employment Weekly (a publication from Dow Jones & Company, publishers of the Wall Street Journal), dated April 24–30, 1994, written by R. Gaines Baty.

Continue reading the full article [here](#).