



Job Hunting & Career Advice:

- Talk regularly to your Manager about what you want and any frustrations you might have. You should always be clear on the career path, options and opportunities open to you.
- There is no harm in “benchmarking” your situation by having informal discussions with other companies every 2-5 years. How else can you be sure that your current company is the best place for you.
- If you do decide to accept another position you should be pretty sure (because you have had regular career talks with your manager) that your current employer can't offer you the same opportunity.

Counter Offers –

You might be surprised to hear that the best managers rarely give counter offers. This is because they look after their team and genuinely care about their employee's best interests. Good managers know that they are already doing all they can for you and therefore support your move on to better things.

Ask yourself whether your manager is looking after his or your best interests?

If you do receive a counter offer you need to be very wary:

- Why was this opportunity / benefit / salary only offered to you when they thought they would be losing you?
- Well over 80% of people who accept counter offers are gone within 14 months (some claim the figure to be over 90% in 12 months).
- You might be being “bought” to buy time.

Ask yourself honestly. If I was unemployed which position would I take? Which position develops my career and helps me achieve what I want to achieve?

Your manager may disagree with your decision but is he realistically in a position to comment on the other companies opportunity?

Make a list of Pros and Cons for each opportunity and discuss them with someone who's opinions you value.

Financial Pressure:

Generally your reasons for moving should be more than financial. You therefore need to ask yourself; does this increase in salary genuinely offset the reasons why I want to move?

Is this just my next two years pay increase come early?

What will my colleagues think?

Is this short term increase helping my longer term earning potential?

Emotional pressure?

How much does your Manager care about your career and your best interests if he is pressurizing you emotionally to stay when you feel it is in your best interests to leave? Your manager knows that moving jobs is stressful enough; he is adding to your stress by putting you under emotional pressure so what does this say about how much he cares about you?



Letting people down:

You might feel that it is easier to let your prospective new company down and not accept the position. After all you know your current employer and may even be personal friends. Just remember the 90% rule! Statistics say that you are unlikely to be there in 12 months. Your current company is your past whilst the company you have just let down represents your potential future.

Handing your notice in

People who hand their notice in by saying; "I have another job offer and I'm thinking about leaving" open themselves up to a stressful and emotional counter offer. You should already know what your company can offer you.

"Fishing" for a counter offer should not be encouraged.

Once you have decided to leave; take control of the situation:

- Write a letter of resignation; this does not need to be a lengthy affair, you do not need to justify why you are leaving. Make it quite clear however that you have given the matter a great deal of thought and that your mind is made up.
- Hand the letter to your Manager.
- Thank him / her for all they have done and wish them every continued success.

Good Luck

Please feel free to call a CTC consultant any time to discuss these issues further. We are happy to represent your best interests and provide advice whether the offer is through us or not.