\ **Counteroffer Threat Assessment**

**To help avoid the acceptance of a counteroffer, weave a Counteroffer Threat Assessment:**

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| **Step 1** Continually share pieces of the consequences of accepting a counteroffer | **Step 2** Continually probe in pieces for their realistic motivation level to make a change |

**Step 1**

**Consequences You Can Share About Accepting a Counteroffer:**

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| * *The truth is that 90% of people who accept a counteroffer are gone within six months. There are a few reasons  for that.* | * *You usually receive a counteroffer because your notice is inconvenient. Right now they need you, but they now know they can’t rely on you. They frequently start looking for a replacement as soon as the counteroffer is approved.* |
| * *You basically asked for a divorce. That’s embarrassing for the supervisor. Their colleagues and bosses now know they have someone who isn’t happy. That reflects poorly on them, so they start questioning your loyalty, and the next time there are layoffs, who are they going to think of first?* | * *History repeats itself. People and situations don’t really change. If you weren’t happy before you won’t be happy again, and a raise or promotion obtained under threat is often the last raise or promotion you will get at a company.* |

**Step 2**

**Questions you can ask to probe for their realistic motivators for change:**

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| **Phone**  **Screen** | *How is your career going? When will you be ready for your next career step?* |
| **First**  **Interview** | *What would you change about your current situation to make it just that much better?*  *Have you ever resigned before? Why/Why Not? What would make you choose to stay or leave your current employer?* |
| **Second Interview** | *Hypothetically, if you had the opportunity to have (replay a priority) and (replay a priority) what type of notice would you give? What would stop you from making a change if those priorities were matched?* |
| **Check Call** | *About what start date would work best if all goes well? Why?*  *What would a counteroffer need to include in order for your employer to keep you? Is it likely they would make a counteroffer? And would the level of the counteroffer they make be good enough to keep you?* |
| **Job Offer** | *What are you planning to tell your supervisor? When? What counteroffer do you expect to get? What will be your reply?* |
| **Before Start Date** | *So what did your family say about your new job? What do you have to do to get ready?* |