

## **Don't Accept the New Position Until You Are Sure That You Are Leaving.....**

You were content in your current position when a recruiter contacted you and presented the "Ideal job opportunity". You skated through all of the preliminary interviews and meetings and it was indeed an ego booster when the interviewing company couldn't wait to bring you on board by offering you everything that you wanted! With all of the details included in a written offer letter, an acceptance phone call just minutes away you are now faced with the task of informing your current employer of your new career opportunity.

During the resignation meeting, you feel comfortable sharing information about the company that has just offered you an attractive job of your career, i.e. salary increase, perks, benefits, and a flexible vacation policy. Your current employer is dumbfounded that you are turning in your notice but ask you to consider staying, they will match the other offer and make changes if need be. You become confused, what to do? Stay with an employer that you are comfortable with or join the other company where everything will be new? If you have ever been in this situation before you understand the pressure.

Some thoughts and ideas for you to review & consider to help you make your decision:

1. Why did your current employer wait until you resigned before offering you an increase?
2. Weren't you valuable to your current employer by your past success?
3. Is your current employer keeping you happy (employed ) until they can find your replacement?
4. If you decline the offer from the new company they might view this as your way of negotiating with your current company for more money and it will be perceived that you were "shopping" around for a salary increase. Do not expect to go back to this company for the same offer. (Remember it's a small Industry).
5. Should you be in need of a new position in the future, the recruiter that presented this opportunity to you might not take you seriously as they too invested time in this process.
6. What was it about your current employer that you were unhappy about and made the other job offer attractive? Will anything really change?

All are complex questions to consider prior to making this important decision. Ultimately the decision is yours to make.