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# RESIGNING WITHOUT CONFLICT

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Resigning can leave you feeling stressed and emotional, particularly if you have been with a company for a number of years. In some cases the fear of change, can often lead to cold feet.

But rather than miss out on an opportunity of a lifetime by staying put, consider the following:

- Will the reasons you wish to leave, still exist after you've left, or could it reoccur in the future?
- Are your reasons for leaving motivated by something other than financial gain?
- What will you gain by staying put?
- What will you gain by moving on?

Recognising and reminding yourself of why you made those first tentative steps in the first place is a great way to maintain focus and make sure you leave your current role on the best of terms, without burning any bridges.

Let's consider the reasons to stay in a bit more detail:

### **The counteroffer**

Counteroffers come in many guises, but usually with a large dose of flattery; an apologetic smile that they over looked you; or a wonderful opportunity that promises you everything you ask for.

In some cases, this is a genuine counteroffer. Unfortunately for the large proportion of people the sole reason the counteroffer is given is not because they recognise your talents and the big void you will leave behind. It's something a bit more cynical than that. It is money motivated.

### ***Why do they offer you a pay increase?***

Simply put the cost to recruit can be expensive and if your replacement turns out to not be as capable as you, then you can just go ahead and triple this figure. Therefore the pay increase they are offering you, is offset by the costs they would have incurred to replace you.

If a pay increase counteroffer is due to the fact they have overlooked you, then consider this.

- Will you be overlooked again in the future?
- How are they going to ensure it doesn't happen again?

If the counteroffer is a knee jerk reaction to avoid extra costs, then consider the following:

- Do they value you as a employee?
- How will they expect you to cover the extra costs to the company?

### ***Why do they offer you a promotion?***

For similar reasons as above, it's much easier and cheaper to give you a new title than it is to replace you. A great new promotion feels amazing, but if in reality it is no different from you current position, then is it really a promotion? Consider the following:

- What extra authority and responsibility will you have as a result of the promotion?
- Does the newly appointed position look considerably different from your current position?

In our experience, candidates who accept a counteroffer, are usually back on the job market within 6-9 months. The reason for this? Well the true reasons why they wanted to leave still exist despite the pay increase; despite the promotion.

Our recommendation to candidates is, if you are thinking of moving jobs purely for financial reasons, because your current role is perfect in every other way, speak to your line manager first. Ask them for a pay increase; ask them for a promotion.

If you are one of those unfortunately people who have been overlooked, this will give your employer an opportunity to remedy the situation. Plus save you both a lot of hassle.

## Reasons not to use a new job offer as a bargaining tool

Simply put, it feels like blackmail. And no one likes to feel manipulated. It's easy to get caught up in the short term gain of a bigger salary or shiny new job title, but unfortunately your employer is not likely to be feeling this rush of happiness. Far from it.

Instead they could be plagued with niggling doubts about your loyalty, resulting in a loss of trust between you.

If you do concede to that counteroffer, are you the strong, principled person they believed you to be.

Plus, flagging up their failure to recognise your talents for all to see, undermines their ability as a manager.

## Then there is the new employer

Unfortunately if you go down the path of playing the bargaining tool to get an offer, there is always a party that is going to be unhappy.

Companies spend a lot of money on recruitment such as; advertising costs, cost of people to sort applications, screen candidates and book in interviews, time invested by line managers to interview and prepare offers...the list goes on.

How do you think they new employer will feel after being ditched at the last hurdle, because you accepted a counteroffer?

Our experience tells us, that line manager or HR teams, would feel like you wasted their time and will think more carefully about interviewing or hiring you, if your application turns up on the desk again in the future.

## Steps to resigning without conflict

Now that you have got to the point of resigning, there is a way of managing the whole process so that you leave on good terms, and keep the door open should you ever need to return.

1. Never apologies for resigning. This is your career and you are free to manage it, as you see fit.

2. Your resignation should focus on what you can do to ease the transition of your workload to other or new team members.

3. Always give your notice in writing and keep it brief and to the point. You don't need to provide explanations, reasons or excuses about your decision to leave. Remember to state the last date of employment and thank the company for their support during your time with them.

4. Request to also meet with your line manager so you can also give notice in person and discuss the handover. Again avoid the temptation to give long explanations, reasons and excuses. Instead thank them for their support and ask how you can make the whole process easier for them.

5. Don't wind down too early. It can be very easy to take your eye off the ball during your notice period, but remember unless you are on 'garden leave' your current employer is still paying for your time and effort.

6. Make arrangements on how and when to return equipment, security passes or company documents. Showing that you care about their data and materials, shows that you care about them, and is one less thing the line manager has to worry about.

## Need more help?

Contact our team now on 01322 272 532 or [hello@resourceondemand.com](mailto:hello@resourceondemand.com) and one of our team will be happy to help.