

## **Paragon Executive Intelligence: Post-Interview Guide**

Regardless how well a candidate performs at interview, there are often further issues to be ironed out. This document covers these subsequent issues that may arise, and explains how candidates can best deal with them.

### **Resigning Gracefully**

Once candidates secure an offer of a new position they must inform their current employers that they intend to leave. Resigning from a current position and saying good-bye to friends and colleagues without burning bridges can be a delicate proposition.

Paragon consultants can help candidates draft a resignation letter. From there they need to make an appointment with their manager to respectfully explain their decision.

Candidates should stress to their manager that their decision is firm and final and that they are committed to your new employer. Candidates should express sincere appreciation for the all the opportunities and experiences their former employer has given them.

### **Counter Offers**

It is becoming increasingly common for employers to make promises and offers of increased compensation to employees that resign. While counter offers may be tempting and even flattering, there are certain pitfalls that candidates should keep in mind. At Paragon, we remind candidates who receive a counter offer to be aware of the following:

- Will the candidate's loyalty be in question, now that they have admitted they have considered leaving the company?
- Could any suggestion of lack of loyalty harm their reputation or position in the company in the future?
- Could any counter-offer be a ploy by the employer to avoid a short-term inconvenience?
- Has the candidate hindered their chances for promotions now that they have considered leaving?
- Will the candidate's responsibilities be expanded?
- Will the candidate have to report to a person they don't respect?
- Will the employer put all their promises in writing?

It may demonstrate a lack of trust to question an employer's counter offer in this manner. However, according to recent research, 60 to 80% of employees who

accept a counter offer voluntarily leave their employer within six months, due to unfulfilled promises. The majority of those who stay with the company are terminated within twelve months of accepting the counter-offer.

While counter offers may be financially attractive and certainly massage the ego, they can be a double edged sword and greatly decrease the candidates chances of achieving their career potential.