



Counter Offer Statistics



A little about who Hume Scope is

At Hume Scope, we are at the forefront of cultivating excellence within the recruitment industry across Australia and New Zealand.

Last year, we empowered over 380 agencies with the tools and insights to thrive in an ever-evolving market landscape.

Our training programs are meticulously crafted to address the prevalent challenges of today's market and are infused with the latest industry trends and best practices. With over 30 years of collective expertise, we are an independent, modern, and innovative training consultancy dedicated to elevating recruitment practices through continuous learning and development.


Our journey began from a shared vision to disrupt the conventional recruitment methodologies and replace them with relatable, innovative and modern practices. This vision materialised into a 'one-time event' that sold out in a matter of hours, reflecting the industry's hunger for progressive change. The overwhelming response solidified our commitment, and Hume Scope was officially established.

We pride ourselves on delivering exceptional value, whether through our comprehensive paid courses or our extensive array of free resources. Our mission is to provide every recruiter—novice or veteran—with the opportunity to excel, innovate, and fall in love with the unique world of agency recruitment.


The below information was gathered from multiple sources, including The Harvard Business Review, Forbes, The Society of Human Resource Management and LinkedIn.

Ez Khan
Founder


Counter Offer Statistics

 **Recent Trend:**
Statistic: In recent years, around 50% of employers have made counter offers to retain employees who have received an external job offer.

Trend: The frequency of counter offers has increased, particularly in industries with talent shortages, where employers are more likely to attempt to retain top performers.

 **Acceptance Rate of Counter Offers:**
Statistic: Approximately 80% of candidates who receive a counter offer from their current employer accept it.


Insight: Many candidates are tempted by the immediate benefits of a counter offer, such as a salary increase or improved benefits, which can make the offer seem appealing in the short term.

 **Likelihood of Leaving After Accepting a Counter Offer:**
Statistic: Around 60% to 80% of employees who accept a counter offer leave their employer within 6 to 12 months.


Insight: Despite accepting a counter offer, underlying issues such as dissatisfaction with the role, lack of career progression, or cultural misalignment often remain, leading to eventual departure.

 **Common Reasons for Accepting a Counter Offer:**
Fact: The top reasons candidates accept counter offers include financial incentives (such as a salary raise), promises of future promotions, and improved work-life balance.


Insight: These are often short-term solutions that don't address the core reasons for the candidate's initial desire to leave.

 **The Impact on Career Progression:**
Fact: Accepting a counter offer can negatively impact a candidate's long-term career trajectory. Employers may view them as less loyal or committed, potentially hindering future promotions or growth opportunities.

Insight: Candidates who stay after accepting a counter offer may find themselves "marked" by their employer, which can lead to a lack of trust or future advancement opportunities.

 **Effect on Employer-Employee Relationship:**
Fact: The relationship between an employee and employer can often become strained after a counter offer is accepted. Trust may be diminished, and the employee might feel they are only valued when they threaten to leave.

Statistic: 70% of employers reported that they eventually regretted making a counter offer, as the employee often left anyway within a year.

 **Long-Term Satisfaction:**
Statistic: Less than 25% of employees who accept a counter offer report being satisfied with their decision six months later.

Insight: The initial excitement of a counter offer can quickly wear off, leading to continued dissatisfaction and potential job searching.

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