

## **Network Marketing Offer Advice**

### **Getting the Job Offer**

Congratulations – you've now received your job offer.

Job offers will usually be made via your Recruitment Consultant and we will discuss all the finer details with you. Hopefully it will be everything you're anticipating.

If the offer does not meet your expectations for any reason then this is when open and frank discussions with us are key. We understand this is a very important decision for you and our job isn't to fit square pegs into round holes but to help you make the right decision and a successful career move. The last thing we want is a disappointed client or candidate coming back to us in a few months time saying things haven't worked out.

Key considerations for you:

- What are the key positives about the role and company
- Are there any reservations that need addressing
- Realistically what salary are you looking for – it is a bit of a myth that the standard increase is 10%, it is actually closer to 5%
- Try not to under or overstate your expectations
- Revisit your reasons and motivations for moving on

Naturally we will be happy to continue any further negotiations on your behalf but would ask you to be realistic.

### **Acceptance**

Once you are happy with the offer, let us know and we will go back to the company and verbally accept on your behalf. They will then draw up the relevant paperwork.

Don't be tempted to hand in your notice until you have received the full contract and accepted the position in writing.

### **Resignation**

Not pleasant we know but it has to be done. You should make sure it is done professionally and positively. There are no reasons to burn any bridges - leaving under any type of cloud can seriously affect your future career moves. You never know when you may come across your old employers again in the future and you want to secure a good reference

- Write your letter of resignation, confirming the resignation date
- Mentally prepare what you are going to say
- Arrange a meeting with your boss as soon as possible
- Make sure your boss hears your intentions first hand
- Keep the meeting fairly formal
- Hand in your letter first and then discuss
- Agree a leaving date and confirm what salary will be paid
- Confirm with your boss that they will act as a referee
- Let us know your leaving date immediately so we can pass this on to your new employer



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### **Counter offers**

In other words, your current employer persuading you to stay by offering you an increase in salary or a promotion – this is very common. Flattering, yes, the answer to the problem, very rarely.

Why do they do this? Usually because they know it will be inconvenient and costly to replace you in the short term. It is not because they have your best interests at heart.

Apart from remembering all the other reasons for moving on, you need to consider the following:

- Why hasn't the salary increase/promotion been offered already if you deserve it?
- When you next need a promotion or salary increase are you going to have to find a new job and hand in your notice again?
- Your company are now aware that you are unhappy there and your loyalty will always be in question
- You have effectively been bought - are these the circumstances under which you want to stay with a company?

Statistics show that if you accept a counter offer, the probability of leaving in 6 months or being replaced within a year is extremely high (90%).

### **Starting your New Job**

Your new job is the perfect opportunity to make a positive first impression. Remember you will be meeting new people who will know very little about you so start as you mean to go on.

During the first week you will have a lot of new information to digest and at this stage don't be afraid to ask questions, no matter how trivial, after all everyone was new once.

Some companies have well organised induction programmes. On other occasions you will be thrown in at the deep end. Be prepared to be flexible, ask questions and if you have no work then ask for some.

Avoid making quick decisions about how the company and the job are meeting your expectations. It takes time to settle in and once you appear to have grasped one particular aspect of a job then you will probably be given extra responsibility and start to relax and enjoy more.

Don't be set in your ways. The way things were done at your old employer may not be the best way forward with your new employer. Take time to assess before trying to implement change.

Do talk to your boss and never suffer in silence. Keep your boss informed as to how you think things are going, what areas you are struggling with, what areas you enjoy, what extra training might be needed and ask for work if you feel that you can cope. Do ask for feedback from your boss.

Finally, enjoy it – you deserve to. You have been through the recruitment process, secured the career move you have been looking for and now its time to get on with the job.

Good luck!