

Expecting Multiple Job Offers? You are in the Driver's Seat



You can send your workplace questions to Stephen at: StephenSays@bellow.press

Questions selected to be answered, will appear in this column. Please use the Subject: Stephen Says for all emails. Stephen Viscusi is a bestselling author, television personality, and CEO of The Viscusi Group, global executive recruiters located in New York. Follow Stephen on Twitter @stephenviscusi, Like Stephen on Facebook; and follow him on LinkedIn.

Dear Stephen:

Recently I decided it was time to look around for some new job opportunities.

I have tried a few methods including calling some of my contacts, browsing through competitors' job listings on LinkedIn and even a few conversations with headhunters.

The truth is that I have been pleasantly surprised with the results of my search. I fully understand that the grass may not always be greener at a new company but out of the five places I

have interviewed with so far, there are three that I really do like.

All three companies have asked me for references and or tested me and I am starting to think that I'm getting close to an offer with all of them. Of course, the operative words here being "I think".

From what I can suss out, the first offer will be com-

ing from the job I want the least. They are talking the most money but they are a dealer and hold far less prestige in my head. Plus you know how dealers can be when hiring. I suspect they would give my cat a job if he could just say a few words.

The other two jobs are with manufactures: one major and one a B level player. Again all good jobs with

good money they are just taking forever to make a decision. I have learned the hard way in the past, not to count on the offer.

At this point I have made my mind up to leave my current job. The money will be good no matter what and I am ready for a change. I am just not sure what to do next: Do I take the offer that comes on the table first or hold out that a better opportunity will present itself? I am worried that if I don't take the first offer I will lose my opportunity but also can't shake the feeling that I will regret it if I don't hold out for the manufacturers.

Want My Cake and Eat it Too..

Dear Want My Cake:

It turns out that I have a very simple solution for you and it may be easier than you think. There are some new rules and norms in the job market and it's about time you learn them:

Assuming that you like all three jobs, simply take the first offer that comes along. As soon as this offer is

handed to you though, turn right back around and tell the other two companies that you accepted a position because you were ready to make a change and couldn't risk waiting much longer. Then in that same breath, tell them BOTH that they were your first choice and you would still love to work with them. This puts the ball in their court rapidly. If they scramble and soon after give you a great offer then you have done your job. If they don't immediately make you a counter offer to bring you on, simply tell them that you would be willing to leave your newly accepted position for a competitive package.

A bit tawdry you think? Not even close. It's a dog eat dog world for employers and employees alike. I have seen even the biggest and richest companies slack on an offer and lose great people for no other reason than internal bureaucracy. Field sales managers and HR pros will sometimes drag out the offer and make it so much more complicated then need be today, big companies often loose good people in the

process. None of this should be your problem and in the worst case scenario; a bird in the hand is better than two in the bush.

This is a fact of hiring today and it happens all of the time. Remain open and transparent and it will be no sweat off your back. Hiring today is a take no prisoners sport. At the end of the day, it is you who holds the power in the hiring process. If they want you then you will be worth the trouble. If you do leave your newly accepted job, just remember to be kind and courteous on the way out. This is just as important, do not worry, they will find someone just as good as you. And it is always best to burn as few bridges as possible. Hey and who knows, you may get an even more lucrative counter offer, from your current employer--- and end up staying where you are.

It never hurts to play the game!

Stephen

PS: And you are right, a dealer would hire my cat too, if I put a suit on him!