

## **Making the Job Offer and Getting Acceptance**

Once the offer is made and depending on the person's current situation, the question perhaps should be asked of the candidate, "How do you think your current employer is going to react? How would you respond to a counter offer?" Explore the candidate's opinions to help decrease the chances of him or her accepting a counter offer if one is made.

The candidate may need some time to process accepting the offer. If the process has been done well to this point, considerations by family members have been dealt with. If not, then the chances of the person not accepting the offer are higher. So make sure the family is involved early in the process; don't wait until a job offer is made to see if the spouse and kids are behind the move.

A reasonable amount of time for someone to consider an offer might range from a couple days to a week.