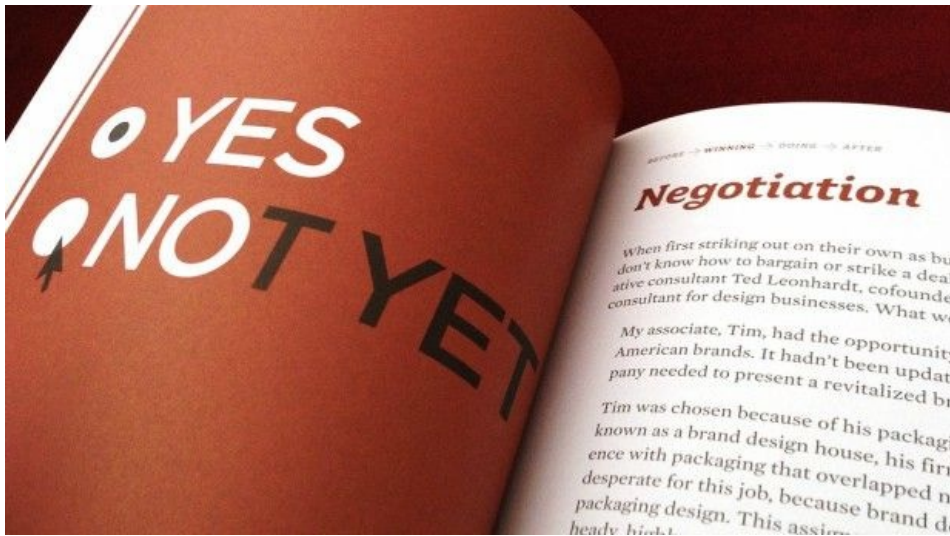


## WHEN TO KNOW TURNING DOWN A JOB OFFER IS THE RIGHT CHOICE



**Summary:** *Receiving a job offer is always good news but sometimes that offer is not what you are expecting or needing to make the job work.*

Congratulations on the job offer! Making it through the interview process can be quite a feat sometimes so getting the sweet news of a job offer is always rewarding. Unfortunately, not all job offers are what you expect or may come with red flags. Turning down a job offer is a big decision that should not be taken lightly but at times times may be the correct choice. Use these five warning signs to help you determine when to say no.

### 1. Vague terms

A good job offer will come with clearly-detailed terms. If you receive an offer that is unclear or does not measure up to your expectations, turning down the offer may be the best choice. Maybe you had asked for a specific job ranking, extra vacation days, or a minimum salary that are not provided in the offer. Keep in mind that if you do accept the offer under those terms, you will likely have to wait until a scheduled performance review to ask for changes, which may not happen then either. You must decide if you are willing to live you the terms.

### 2. Unclear responsibilities

Before the interview, you should have a clear idea of what the job entails and how performance is measured just by the job description and any research into the company. If during the interview, the interviewer presents a different idea of what the job requires or has unclear goals to be working towards, then you should be on edge. You could be walking into a situation setup to fail without realizing it or knowing how to make the job a success.

### 3. Company's reputation

You should have done countless searches online to read reviews by current employees, former employees, and customers/clients. These will provide you with the company's reputation before the interview so you are aware and can use that knowledge in how you view of a job offer. If you are worried, you can also run a background check on the company to learn more about their situation, including finances. Knowing where the company stands financially will help you decide if a job offer is competitive or a slap in the face.

### 4. Coworker problems

If after touring the office to be introduced to your potential boss and coworkers you have a bad feeling that things won't work well then think hard about that job offer. Going into a position where you already have a fear of not getting along with your boss or co-workers is not something you want to deal with. Toxic relationships put an unnecessary stress on you that can have lasting effects on your mental health and job prospects. Discuss your work and communication styles with your potential boss to ensure they can work with your style and vice versa. Ultimately, listen to your instincts; if you are not comfortable with the situation then you won't enjoy the job.

### 5. No growth

Accepting a job offer for a job or company that does not offer opportunities for growth is not ideal. It is always preferred to find a company that promotes from within and encourages employees to grow. Going into a job that does not do this is like sitting at a dead end. The job may fulfill a need at the time but it won't get you anywhere in the long-run. If you have big goals of advancing in your career, this job will probably not be the one to help you get there. There will always be exceptions so weigh your options carefully.

All-in-all, if you turn down a job offer because of one of these five reasons or a variety of others, it does not mean the job opportunity is over. Use your mad negotiation skills to send it back to them with your demands and see if the company hits back. There isn't much left to lose at this point if you are already prepared to walk away because the company is not delivering what you expected.

Would you ever turn down a job offer? Have you? Share your experiences with us in the comments below.

**To learn more about negotiating, read these articles:**

- [10 Ways to Negotiate a Job Offer Like a Pro](#)
- [Lessons for Salary Negotiations from a Hostage Negotiator](#)
- [10 Tips to Negotiate a Higher Salary](#)

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