Reneging On An Offer

During this time of year you may be faced with difficult decisions regarding job offers. In fact, you may have heard the word renege in career related conversations. Career Services is here to guide you through the entire job search process, including helping you negotiate all facets of job offers. With this in mind, we would like to offer insight regarding the topic of reneging a job offer and its implications.

The definition of renege:
To go back on one's word. He has reneged on his promise.

When you accept a job offer, you have made a promise to your future employer. Simply put, this means you should not be actively applying to other jobs and interviewing with other companies if you have already accepted a job offer.

Implications of reneging an offer:
The adage It's a small world is true, particularly when it comes to industry hiring and referrals. You do not want to burn a bridge with this employer or their recruiter.

If you utilized your personal network to access this company, you may not only tarnish your reputation with the employer but will damage your relationship with your network partners (i.e. Colgate alumni, faculty, family, friends). Will your aunt feel comfortable referring you to another contact when she learns that you reneged an offer at her colleague's firm?

Reneging a job offer is not like adding or dropping a class. You can register for a class and then drop it if you have a schedule conflict or get into a class that is a better fit for you. The same does not apply to job offers! Once you've accepted a position, you've given your word that you will join their team under the conditions specified.

How to avoid reneging an offer:
Think carefully about your job search and each offer. Is this the right job for you? If you are not satisfied with the job or components of the offer, avoid pressure to accept the position because it is your only offer. Desperation can cloud your decision making.

Colgate Career Services Recruiting Policy:
A friendly reminder for those who have applied to jobs and/or internships through Career Services (naviGATE, OCI, iCAN and consortium events). When you agreed to the Code of Conduct: Professional Career Search Ethics, you accepted the following:
Without exception, I agree to withdraw from all other searches upon acceptance of an offer and discontinue interviewing. I will notify Career Services of my acceptance. I realize that Career Services can assist me in negotiating with employers if additional time is needed to consider an offer.

Again, Career Services is here to support you and your career initiatives. Please call or stop by the office if you need any help!

For further reading:
Reneging on a Job Offer: When 'I Do' Becomes 'I Don't'
Why Reneging on an Offer is Bad for Your Career Mojo