



Salary Discussions

Determine Your Salary Expectations



Salary Discussions: You are Recruited

You Have Not Initiated Outreach

You are contacted by	Potential Responses
<ul style="list-style-type: none">- Networking Contact- Internal Recruiter- Search Firm Contact- Hiring Manager <p>*It is illegal in some states to ask salary history</p>	<p>As I am not actively seeking right now, I am interested in learning more about the opportunity before we discuss compensation.</p> <p>Or</p> <p>I haven't had a chance to look at the market for the job you describe. Is there a salary range you are working within?</p>



Salary Discussions: You are Seeking Information

You Seek out Job Information

You initiate contact...	Potential Outreach Message
<ul style="list-style-type: none">- Networking Contact- Internal Recruiter- Search Firm Contact- Hiring Manager	<p>I've done some preliminary research and it looks as if there is a base salary range of \$80 to \$90K for work at this level. What are your insights?</p> <p>Or</p> <p>I've been working in a different role, so it's not comparable. Redirect... and I am extremely interested in this position and will bring xyz skills to it.</p>





Salary Discussions: During the Interview Process

- Get as much information as possible about all the factors important to you
 - The work, your development, the manager, how it fits with your goals
- Observe the company culture
- Wait to for the recruiter or hiring manager to bring up benefits, salary and overall compensation

Job Offer Salary Discussions



┌ Congratulations – They Want to Hire You!

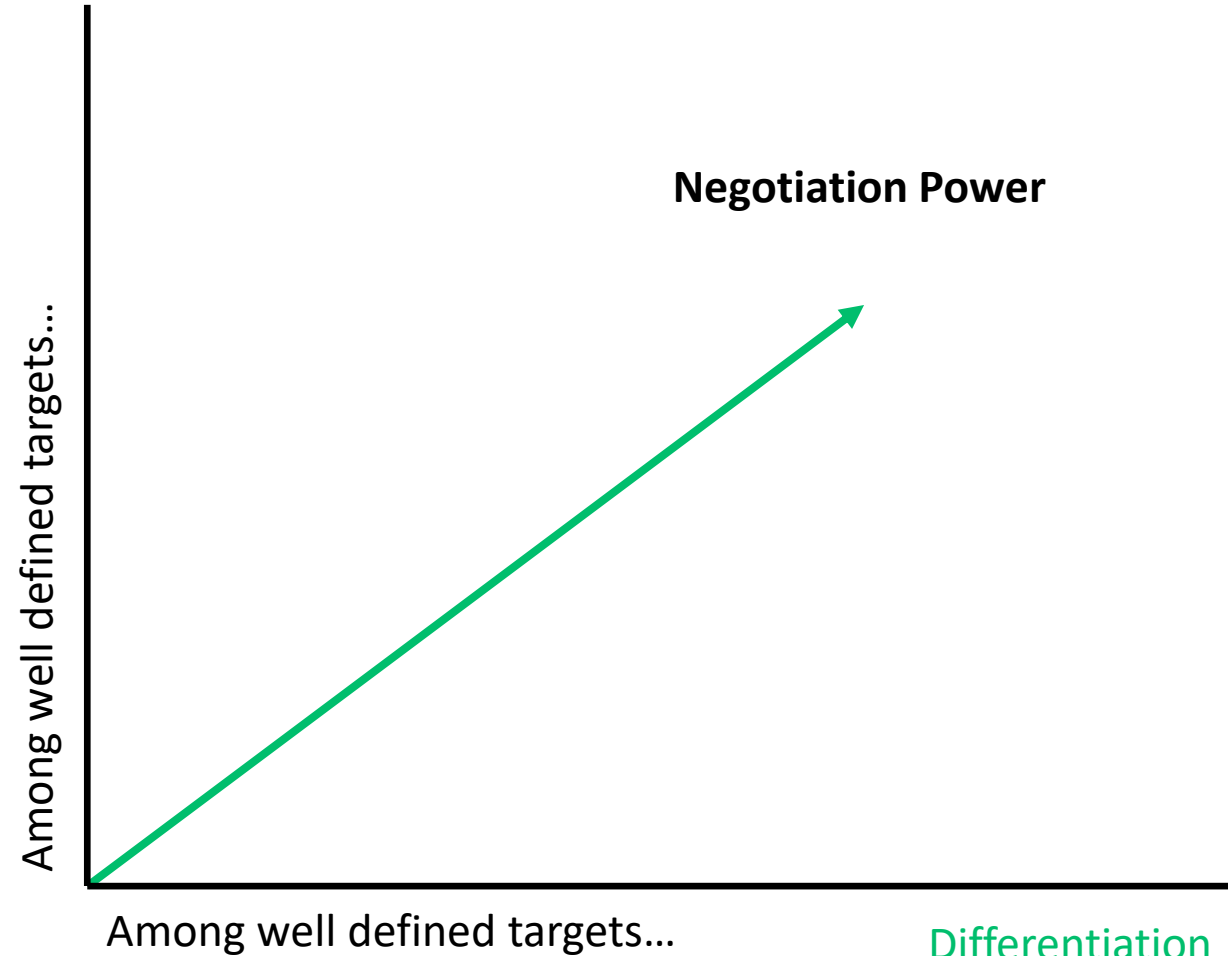
1. Display gratitude
2. Listen carefully
3. Ask clarifying questions, if needed
4. Consider not immediately saying yes

"I will need time to review the offer and will follow up with you after I receive it."
5. Get the offer with salary information in writing



Negotiation Power

Relevance
(how relevant
are you to
the job)



Differentiation
(how well have you differentiated
yourself from the competition)



Potential for Negotiation (not exhaustive)

Monetary	Non-Monetary
<ul style="list-style-type: none">• Base Salary• Relocation• Performance Bonus• Signing Bonus• Equity/Stocks	<ul style="list-style-type: none">• Early promotion & salary discussion• Visa• Job resources for partner• Additional house-hunting time• Location• Development and training



Salary Negotiation Considerations

1. What creative ways might you address the interests of both you and the employer?
2. What is your **Best Alternative To a Negotiated Agreement** (BATNA)?
3. Who are you negotiating with and what is the best way to communicate?

Goal: Create A Mutually Beneficial Outcome



What Are Your Minimum Requirements?

- 1) Create a list
- 2) Identify where they fall in this model
- 3) Prioritize what needs to be discussed

Meets Expectations	Needs Clarification	Discussion or Improvement
Position	Performance Metrics	Base Salary
Culture	Benefits	WFH long-term
Opportunity for Development		

PREPARATION IS CRITICAL



Job Offer Negotiation Summary

- List all alternatives to the current negotiation
 - Stay in current position: keep looking for new position
 - Leave position: look for new role
 - Accept a current different job offer
- Evaluate the value to you of each alternative
- Select the alternative that is most attractive to you (BATNA)
- What offer would you accept? What would you walk away from?

Part III:
How to Negotiate Salary in Current Role
& Salary Negotiation Resources

Best Alternative to a Negotiated Agreement

- List all alternatives to the current negotiation
 - Stay at position: keep looking for new position
 - Leave position: look for new role
 - Accept a current different job offer
- Evaluate the value to you of each alternative
- Select the alternative that is most attractive to you (BATNA)
- Knowing this – what deal would you accept? What would you walk away from?

PREPARATION IS CRITICAL



Communication: Who? How?

- Understand who you are negotiating with
- Maintain perspective
- Be prepared for tough questions
- Focus on the whole deal
- Goal: Create A Mutually Beneficial Outcome



Salary Information Resources

- Glassdoor
- Indeed.com/career/salaries
- Salary.com
- Salary Expert (global salaries and cost of living)
- Payscale.com
- Job descriptions
- U.S. Bureau of Labor Statistics (US)
- Classmates, colleagues, associations
- Talk with search firms



Thank you



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