

# **Mastering Salary Negotiations: Deflecting Salary Questions**

Q : Can you help us understand your salary expectations and what your compensation is at your current/previous company?

A : I don't think I can reveal my compensation. It's confidential. Also, I haven't given it much thought at the moment as we are just starting with the interview process. I'd love to hear if you have a salary range in mind.

Q : You don't need to provide me with your exact current salary and expectations. Even a range / rough numbers will work for me. The reason why I want to know this is because it helps us ensure we are able to provide you with your expected numbers.

A :Thank you. Compensation isn't the key determining factor for me when selecting a role. It is certainly important. I'd like the match to happen on the basis of team, role, company culture, etc. It's too early in the process to discuss numbers.

Q :Sounds good. Since you asked for a range, I can confidently tell you that our salaries are competitive with the market prices. It'd be really helpful if you can provide us with a range of salary expectations. It's okay even if it's a wide range. We can work with it.

A :I haven't given it much thought yet. Do you have a range or a specific number in mind?



Q :If I had to give you a range, it'd be somewhat around 16 - 18 lakhs for this particular role, but it's super subjective to change. I'd love to hear how it looks to you and your thoughts on this.

A :I am still doing research, and I'll give your numbers a thought. I am confident we can land on a good number later on in the process.

**Remember, during salary discussions, it's crucial to emphasize factors beyond compensation such as**

1. Team dynamics
2. Role responsibilities
3. Company culture

**Focus on finding the right match, and trust that the salary negotiation can be addressed once alignment is established.**

**Happy interviewing!!**