



10 STEPS

TO SALARY NEGOTIATION

Salary negotiation is a complex and emotionally charged subject. It has many moving parts and is unique to each circumstance. No two salary negotiations are identical. However, there are some underlying principles as mentioned below that you can and must learn.

1. Negotiation is a mindset. To be a good negotiator, you must **leave your emotions** at the door. Use data to make your case, and always see the discussion from the company's perspective. For example, how will they benefit if they give you a raise or a higher joining salary?
2. **Do not fear to lose the offer.** In more than 90% cases, employers expect candidates to negotiate and have respect for those who negotiate gracefully.
3. You cannot negotiate until you **know your worth**. Your worth is the value of your skills in the market and not your current salary.
4. **Avoid revealing your current salary** in the job application form. Deflect it by leaving the space blank or writing 'negotiable'.
5. Avoid revealing your current salary in the initial rounds with HR. Use the strategies discussed in the session to **deflect the question**.
6. Force the hiring manager to reveal the range. This creates a price anchor and enables you to **raise the number from there**.
7. **Use the four FBI techniques** discussed in the session, which include silence, paraphrasing, mirroring, and minimal engagement to make the hiring manager reveal more about the salary.
8. After negotiating the salary, remember to **negotiate the benefits**. If you do not do that, then you will leave a lot of money on the table.
9. Practice a lot before the interview by **role-playing the negotiation tactics** with a close friend or family member.
10. Finally, **it is not always about the money**. Sometimes, while the salary is not in the top 25 percentile, you may still have a great role, better future job prospects, a short commute and great peers and subordinates. Put a value to these as well and then look at the salary figure in the perspective of the overall package.