



SALARY NEGOTIATION



THERE IS NO RIGHT WAY

- The way to win in salary negotiation is to control bias, know your number, and do your research

- NEVER GIVE THE FIRST NUMBER

- “With regards to compensation, I can be somewhat flexible. What were you looking to pay for the role?”
(create your own variation of this but let them give you the number)

- KNOW YOUR MARKET VALUE

- (E.G. Salary.com, Payscale.com, ETC) Take all the available data and use the average

- Different types of negotiation: Accommodating Collaborating Compromising Competing Avoiding

TIPS FOR NEGOTIATING

DON'T NEGOTIATE JUST TO NEGOTIATE!

Have legitimate reasons for negotiating. ensure your number and timing are appropriate and justified.

CONSIDER THE WHOLE PACKAGE

Consider everything included with the company. E.G. Health Insurance, Equity, PTO, ETC Bottom line remember what is important to you.

IT'S YOUR FINANCIAL GOAL NOT YOUR NEED

If you find yourself negotiating, remember not to come across as needy. Use phrases that speak to your goals. "My financial goals align more closely with a salary of "\$\$,,\$\$".