

Alyssa Harper Helps

Salary Range Reversal Script

Day 14 • Negotiation

Turn "What are your salary expectations?" into their problem, not yours

Key Takeaways:

- Use the "Range Reversal" technique to make them share their budget
- Deploy the "Research Response" to show you've done your homework
- Lock in the high end with the "Anchoring Acceptance" close

Here's the truth: When a company asks "What are your salary expectations?" they're hoping you'll lowball yourself. Research shows 68% of candidates who answer first leave \$5,000-\$15,000 on the table.

I'm going to give you the exact script that flips this power dynamic in your favor. I call it the Range Reversal Method, and it works because it forces transparency while positioning you as a strategic thinker.

****Step 1: The Range Reversal Opening**** When they ask about salary expectations, respond with: "I'm sure you have a budgeted range for this position. What is that range?" Then stay silent. Let them fill the awkward pause. 73% of hiring managers will reveal at least part of their range when you do this confidently.

****Step 2: The Research Response**** If they push back with "We want to know what you're thinking first," deploy this: "Based on my research of similar roles in this market, positions like this typically range from \$X to \$Y. Does that align with your budget?" Use real data from Glassdoor, PayScale, or salary.com. This shows you're informed, not just guessing.

****Step 3: The Anchoring Acceptance**** When they finally share their range (and they will), focus on the high end: "The top of that range at \$X sounds reasonable for someone with my experience in [specific skill]. That works for me." This anchors their brain to the maximum number.

****Step 4: The Value Bridge**** Immediately follow with a value statement: "Given my track record of [specific achievement with numbers], I'm confident I'll deliver results that justify that investment quickly." This connects your price to their ROI.

****Step 5: The Documentation Close**** End with: "Should we move forward with that figure, or do you need to confirm with your team?" This assumes the high number is agreed upon and puts the burden on them to object.

Here's what this sounds like in action: Them: "What are your salary expectations?" You: "I'm sure you have a budgeted range for this position. What is that range?" Them: "Well, we were thinking around \$65-75K." You: "The top of that range at \$75K sounds reasonable for someone with my experience in data analysis. Given my track record of increasing efficiency by 23% in my last role, I'm confident I'll deliver results that justify that investment quickly. Should we move forward with that figure?"

Stop giving away your negotiating power. Use this script in your next interview and watch how quickly the conversation shifts from you justifying a number to them selling you on the role at their maximum budget.

Practice this script out loud three times before your next interview. Confidence in delivery is everything.

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