

Salary Range Reversal Script

Day 15 • Negotiation

Use this exact script to flip salary questions and get them to show their cards first

Key Takeaways:

- Never give the first number—use the "Research + Redirect" method instead
- Deploy the "Market Analysis" script to sound informed, not evasive
- Use silence strategically after your redirect to maintain negotiating power

Every time you answer "What are your salary expectations?" with a specific number, you're playing a rigged game. Companies ask this question for one reason: to pay you as little as possible. They want you to lowball yourself so they can offer you exactly what you asked for (or less) instead of what the role actually pays.

Here's what most people don't realize: there's absolutely no legitimate business reason why a company can't tell you what a position pays. They have a budget. They know the range. They're hoping you don't know your worth or that you'll get flustered and throw out a number that's lower than what they were prepared to pay.

Stop falling for it. Here's my Salary Range Reversal Script that flips the power dynamic and gets them to show their cards first:

****The Setup: Research + Redirect Method**** When they ask about salary expectations, never give a number. Instead, use this exact script: "I've done extensive research on this role and similar positions in the market, and I'm seeing quite a range. Since you know the specific responsibilities, team dynamics, and growth opportunities for this particular role, what range did you have budgeted for this position?"

****The Follow-Up: Market Analysis Script**** If they push back with "We'd like to know what you're thinking first," deploy this: "I appreciate that, and I want to make sure we're aligned. Based on my

research, I'm seeing roles like this anywhere from \$X to \$Y depending on the scope and company size. Given your specific needs and the value I'd bring with my experience in [specific relevant skill], where does this role fall within your compensation structure?"

****The Power Move: Strategic Silence**** After you deliver your script, stop talking. Let them fill the silence. This is crucial— whoever speaks first after your redirect typically loses negotiating power. Count to 10 in your head if you have to. They will either give you the range or reveal more about their budget constraints.

****The Range Response: Anchor High**** When they finally give you a range (and they will), anchor to the top: "The upper end of that range aligns well with my research and experience level. Based on what we've discussed about the role's impact on [specific business outcome], I think \$[top of range + 10-15%] would be appropriate given the value I'd bring."

****The Backup Script: Value-Based Pivot**** If they absolutely refuse to give a range, use this: "I understand you'd like a number from me. Rather than throw out a random figure, can you help me understand the total compensation philosophy here? I'm looking at the base salary, but also growth opportunities, bonus structure, and benefits. What does a competitive package look like for someone in this role?"

****The Psychology Behind It**** This approach works because it positions you as informed and strategic, not desperate or clueless. You're not refusing to discuss money—you're demonstrating that you understand negotiation and value your worth. Companies respect this because it shows you'll likely negotiate well on their behalf with clients and vendors.

****Practice Makes Perfect**** Role-play these scripts until they feel natural. The key is confident delivery—you're not being difficult, you're being professional. Most candidates cave under pressure and blurt out a number. You're going to stay calm, use these scripts, and get them to reveal their hand first.

Remember: salary negotiation starts the moment they ask about expectations, not when they make an offer. Control this conversation, and you'll control your earning potential for years to come.