

Them: "We're sorry to see you go. What would it take to keep you?"

You: "I really appreciate that question. I've thought about it, and honestly, it would take a combination of \$[CURRENT + 30K] in base salary and full remote flexibility. That would address both the market rate I'm seeing for my role and the work-life balance that's important to me at this stage."

Them: [Processes this]

You: "I want to be transparent—I do have another offer that meets those criteria. But I'm open to discussing if there's a path to make that work here, given my investment in the team and projects."

WHY THIS WORKS:

1. **Anchors High:** \$30K bump is substantial
2. **Shows Market Awareness:** "market rate I'm seeing"
3. **Creates Urgency:** Mentioning other offer
4. **Leaves Door Open:** "open to discussing"
5. **References Value:** "investment in team"

3 POSSIBLE OUTCOMES:

Outcome 1: They Match or Beat It - You win immediately - Can now negotiate with other offer too - Gained massive leverage for future

Outcome 2: They Can't Match - You still got confirmation you're leaving for valid reasons - They know your worth (good for future) - No burned bridges

Outcome 3: They Counter Lower - "We could do \$[CURRENT + 15K] and hybrid" - You can accept, decline, or use to negotiate higher with new company - Either way, you have options

EXIT INTERVIEW PREPARATION CHECKLIST:

Before the Meeting: - ☐ Research market rates for your role - ☐ Know your competing offer details - ☐ List your key achievements (with metrics) - ☐ Prepare your "what would bring you back" answer - ☐ Decide your real bottom line - ☐ Have another offer in writing

During the Meeting: - ☐ Start with gratitude - ☐ Be specific about what you want - ☐ Reference market data - ☐ Mention (don't reveal) competing offer - ☐ Stay professional, not emotional - ☐ Don't bad-mouth anyone

After the Meeting: - ☐ If they counter, get it in writing within 24h - ☐ Compare both offers side-by-side - ☐ Negotiate with both if possible - ☐ Make final decision within 48h - ☐ Inform both parties professionally

VARIATIONS BY SCENARIO:

If Leaving for Remote: "\$[CURRENT + 20K] and permanent remote would make me stay. The new role offers both, plus equity."

If Leaving for Growth: "Director title, \$[CURRENT + 30K], and direct reports would align with where I need to be in my career."

If Leaving for Culture: "Honestly, it would take a culture shift and \$[CURRENT + 30K]. I have an offer that provides both."

If Leaving for Burnout: "A reduced workload, better boundaries, and \$[CURRENT + 25K] to compensate for the stress would be needed."

RED FLAGS TO WATCH:

🚩 They promise changes "soon" without specifics 🚩 They guilt-trip you about timing 🚩 They ask you to wait while they "figure it out" 🚩 Counter offer doesn't include everything you asked for 🚩 No written offer within 48 hours

THE TRUTH ABOUT COUNTER OFFERS:

- 70% who accept counter offers leave within 12 months anyway
- Your manager now knows you were looking
- Future raises may be smaller
- You might be first cut if layoffs happen
- Original issues that made you leave often remain

WHEN TO ACCEPT A COUNTER:

✅ They meet 100% of your ask immediately ✅ Put everything in writing same day ✅ Address root causes, not just money ✅ Your original reasons for leaving were purely financial ✅ You genuinely love the work and team

WHEN TO DECLINE:

❌ They lowball after you gave your number ❌ Make vague promises without specifics ❌ Only offer non-monetary perks ❌ Try to guilt or pressure you ❌ The new opportunity is objectively better

BONUS: SALARY NEGOTIATION CALCULATOR

Your Market Value Formula:

Base Research: 1. Check Glassdoor, Levels.fyi, Payscale for your role + location 2. Get median number: \$_____

Adjustments: - Add 10-15% if you have niche skills: \$___ - Add 5-10% if you have proven results: \$___ - Add 15-20% if switching to high-growth company: \$___ - Add 10% if you have competing offers: \$___

Your Target Range: - Minimum acceptable: \$___ - Target (ask for this): \$___ - Dream (20% above target): \$___

Total Compensation Beyond Salary: - Equity value (4-year vest): \$___ ÷ 4 = \$___ annual - Bonus potential (% of base): \$___ - Sign-on bonus: \$___ - Benefits value: \$___ - 401k match: \$___

Your TRUE annual comp: \$_____

IMPLEMENTATION CHECKLIST

This Week: - ☐ Review all 10 scripts - ☐ Identify which 3 apply to your situation now - ☐ Customize templates with your details - ☐ Practice 1 technique with a friend - ☐ Set calendar reminder to use 1 tactic this week

This Month: - ☐ Use salary negotiation framework in next review - ☐ Send 10 LinkedIn DMs with new formula - ☐ Update resume with results-driven format - ☐ Start 90-day promotion tracker - ☐ Master 3 meeting power phrases

This Quarter: - ☐ Negotiate raise or new offer - ☐ Book 5+ meaningful conversations from LinkedIn - ☐ Land interview and ace weakness question - ☐ Get promoted or increase compensation 20%+ - ☐ Become go-to person in meetings

Share Your Wins: Tag @alyssaharperadvice on TikTok with your results!