

**3. The Multiple Equivalent Simultaneous Offer (MESO)** Give them 3 options, all favorable to you: -  
Option A: \$110K base - Option B: \$100K + 10K signing bonus - Option C: \$95K + extra week  
vacation + \$15K equity **Effect:** They feel in control, you win regardless

**4. The Time Pressure Reverse** Instead of accepting their "we need to know by Friday" Say: "I need until Monday to evaluate the full package" **Effect:** Shows you're serious and have options

**5. The Strategic Concession** Give up something that costs you little but seems valuable **Example:** "I can be flexible on start date if we can land on \$105K" **Effect:** Makes them feel they "won" something

**6. The Mirroring Technique** Repeat the last 3 words they said as a question **Them:** "That's the best we can do" **You:** "The best you can do?" **Effect:** Forces them to elaborate or reconsider

**7. The Hypothetical Higher Authority** "If I could get my spouse/partner on board, would you be able to do [X]?" **Effect:** Creates wiggle room for both parties

#### **NEGOTIATION MISTAKES TO AVOID:**

✗ Accepting the first offer ✗ Negotiating over email (always call/meet) ✗ Revealing your current salary unprompted ✗ Apologizing for negotiating ✗ Making demands without rationale ✗ Negotiating only salary (consider equity, title, vacation, remote) ✗ Saying yes immediately when they meet your number

#### **THE FULL NEGOTIATION SCRIPT:**

**Phase 1: Receive Offer** "Thank you for the offer. I'm excited about the role. I'd like to review everything and get back to you tomorrow."

**Phase 2: The Ask** "I'm really excited to join the team. Based on my research and the value I'll bring, I was hoping we could land at [X]. How does that sound?"

**Phase 3: Handle Objections** "I understand budget constraints. Let me ask—what would it take to get to [X]? Is there flexibility in [equity/bonus/title]?"

**Phase 4: The Close** "If we can get to [Y], I'm ready to accept right now and get started."

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## DAY 10: EXIT INTERVIEW SCRIPTS

### **Turn Your Departure into Leverage**

**THE GOLDEN QUESTION:** "What would bring you back?"

**YOUR STRATEGIC ANSWER:** "[Specific compensation] and [specific flexibility]"

### **FULL SCRIPT:**

**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: