

**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

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## 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): \$\_\_  $\div 4 = \$$  **annual - Bonus potential (% of base):** \$ - **Sign-on bonus:** \$ - **Benefits value:** \$ - **401k match:** \$\_\_

**Your TRUE annual comp:** \$\_\_\_\_\_

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## 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!

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