



Defense with Current Compensation

All is not lost if you are unable to bag multiple offers. You can still negotiate a significant raise using your current compensation numbers.

Leveraging your current compensation can definitely be a move on the negotiation chessboard; however, this strategy has its limitations. For one, if you are already under-compensated, then sharing current compensation will more likely hurt than help you. In some US states, companies cannot legally ask you for your current compensation and may not negotiate on that basis. Most importantly, there is a cap on the raise you can ask for based solely on your current compensation. For instance, you cannot ask the recruiter for \$200K in compensation when you make \$100K, i.e., a 100% increase.



The only time it makes sense to disclose your compensation, or use it in negotiations, is when you are already earning at the very high end of your compensation range. In fact, it may save you the trouble of going through interview loops that may not mature into an offer anywhere near what you are currently making. The following email excerpt is an example of how you can bring your current compensation to the recruiter's attention.

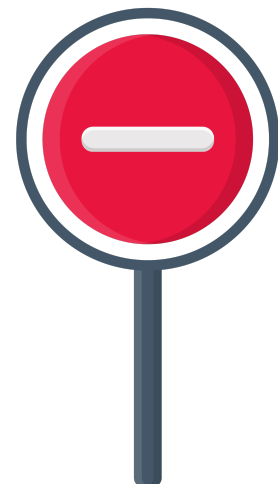
I am really excited about this opportunity and love the culture but I want to make sure the numbers make sense and are competitive with my current compensation. I am making in the ballpark of \$220K in my current position in addition to other non-monetary benefits. I was wondering if you guys can ideally exceed or at the very least match this number?

And say you are expecting a promotion in a few months' time, you can add that information in your response. For instance:

I've been in my current position for a while now and I am being put up for a promotion this upcoming review cycle which will further raise my compensation. Given this, it would only make financial sense for me to move if I make \$250K or more at my next gig.

In case you are very confident of being promoted and willing to walk away from the offer, your response can be as follows:

Hey Alex, the position checks all the boxes I am looking for in my next gig, but I wanted to discuss the numbers you shared with me earlier. I have been a strong performer in my current role, and I am being put up for promotion by my manager this upcoming review cycle. I expect my current comp to be revised significantly upward, and it would make financial sense for me to move at this time if my numbers in total compensation exceed \$400K. If this requires re-interviewing



for one level higher, I'd be happy to do so. On the other hand, if the numbers you shared earlier reflect the best offer that can be extended at this time, then may I suggest getting in touch once my review cycle is over?

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