



What's on the Table?

Be cognizant that there are several other aspects of a job that are open for negotiation other than just the monetary compensation. If you are unable to negotiate your compensation any higher, you may look at other facets that may still be on the table for negotiation with a new employer.

When most people think about negotiating, the first thing that comes to their minds is negotiating more dollars, however, most candidates fail to realize that almost every facet of a job is open for negotiation. For example, you can negotiate any one of the following:

- Flexible hours
- One or more days work from home a week
- Completely remote work
- A month or so paid vacation as soon as you join
- Base salary
- Stocks
- Yearly bonus
- Sign-on bonus
- Title
- Job responsibilities
- Team to join
- Project to work on



Do not limit yourself by assuming that it is only dollars that you can negotiate. If you find yourself hitting a wall when negotiating a higher dollar salary, think about all the other facets of a job that you can negotiate, which may also be easier for the recruiter or the manager to concede to. For instance, while one of us was working at Salesforce, the team had an opening for a cloud operations role. The selected candidate was made a generous monetary offer, but the candidate asked for a title one step higher than what was originally offered. The manager/recruiter and the candidate went back and forth for two weeks, but the candidate stood his ground. The manager and recruiter kept trying to convince him that coming in at a level higher would prove ominous as the title carried higher performance expectations that may not be easily met by a newcomer. The candidate did not budge, and finally, the manager relented and agreed to a higher title, albeit with the same dollar compensation. It may seem pointless to the naïve to ask for a higher title for the same dollar amount of compensation, but an experienced professional can appreciate how titles (at good companies) can help one climb the career ladder faster.

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