**HANDLING SALARY DISCUSSIONS**

Let the employer initiate the discussion. We do not recommend that you ask about salary. Most employers have a specific salary or salary range in mind. Their goal is to pay you fairly – and in line with the rate paid to current employees in the same job.

Few employers ask you, “what salary are you looking for?” However, if they do – you want to be ready. Use the known salary averages and adjust as we suggest. Show an understanding of and sensitivity to the current job market – display your flexibility about salary.

Do not automatically try to negotiate for a higher salary. This can backfire with some companies. If an offer seems low, consult with your career counselor first. Clarification of a total compensation package may be needed. If negotiation is appropriate, prepare your rationale and proceed cautiously.

We’re here to help with salary discussions.

Consult with your career counselor.