

Negotiating Salary

Career Development Center
St. George University

<http://think.stedwards.edu/career/sites/think.stedwards.edu.careerservices/files/Interviewing.ppt>



Not good negotiating ploys (actually used)

- **“I’ve been trying to earn six figures all my life.”**
- **“I need to pay for my child’s private schooling.”**
- **“My wife is now earning more than me.”**

Do your homework (Rule #1)

- **Know what is fair and reasonable for someone with your background, experience, and education.**
- **Know what your minimum is, i.e. what's the least you'll accept.**
- www.salary.com
- www.payscale.com

Know your own value (Rule #2)

- **Be sure you can articulate why they should pay you more**
- **Can you provide quantified reasons why you're worth more than they are offering?**

Postpone the discussion (Rule #3)

Postpone any discussion of salary until you have an offer. If they ask you ***“What kind of salary are you looking for?”***, stall them:

“Salary is important to me, but not the most important thing. If we both think that this job is a good fit , I’m sure salary won’t be an issue. Could we talk a little more about my qualifications and then come back to the salary question?”

If they press you

Smile, and say something like:

“I would like to know a little bit more about the position and the responsibilities in order to give you an honest answer. May I ask you how you would define ‘success’ for this position?”

If they still insist

Simply say,

“ I’m only looking for something that is ‘competitive’ for someone with my background and experience. Have you established a range for this position?”

Of course they have, and they will probably tell you what it is

And then...

- If the amount is in your range, take the top of their range and make it the bottom of your range and say, *“That’s very close to what I was looking for. I was looking for something in the \$40-45,000 dollar range.”* OR
- If the amount is in your range, look them in the eye and repeat the top of the range and then shut up. Don’t say a word. Silence is one of the most powerful negotiating tactics.

Another one of their tricks

Sometimes the interviewer will ask you what your current salary is. Say something like:

“I’m currently making in the mid thirties, but I’m really looking for something that is more challenging with more responsibilities. That’s what attracted me to this position. I feel that I’m more than ready for a job like this and know I can make a difference. Have you established a range for this position?”

Or

“My past position is very different from this one in so many ways. It would be like apples to oranges. I’m attracted to this position because it has so many more challenges and responsibilities. Have you established a range for this position?”

If you are still far apart, try to change the job description and identify new responsibilities that would justify a higher salary.

Other possible compensation

- Relocation expenses
- Tuition reimbursement
- Additional vacation or personal time
- Bonuses
- Memberships
- Severance package
- Insurance

Remember

- **Keep all of these discussions cordial– not adversarial**
- **They want you; at this stage, they don't want their second choice or have to re-open the search**
- **Bulls win**
- **Bears win**
- **Pigs lose**

Here's something to try

If you are convinced that they really can't go any higher on the starting salary and you really want the job, say something like:

"I really want this position and I know that you will be more than satisfied with my performance. The only thing that causes me any hesitation in accepting is that I was looking for slightly more in a starting salary. Could we agree on a set of goals to be accomplished in the first six months, and if they are reached, my salary would be raised to \$XXXXX?"

Tips

In the end,

- **What you want should be reasonable and based on your research**
- **Try to fill the gap between their offer and the number you want**
- **Talk about differences in terms of monthly salary**
- **Think about compensation in broader terms than just starting salary**

Resources

- www.quintcareers.com/salary_negotiation_tutorial.html
- *Interviewing and Salary Negotiation* by Kate Wendleton