

# Salary Negotiations

- Tips to Effectively Negotiate your Salary
- Tips to Properly ask for a Raise in your current job



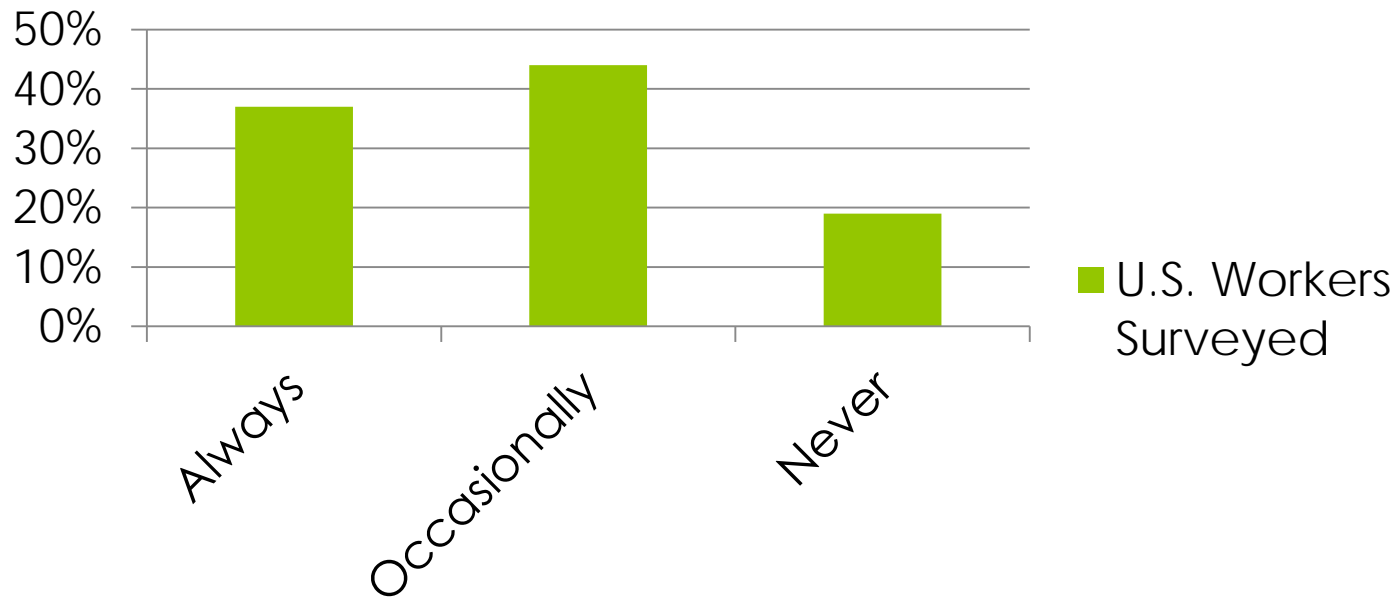
# Agenda

- Survey Results
- Importance of Negotiating
- Proper Preparation and Research
- Items of Consideration
- Examples and Strategies
- Tips on Asking For a Raise
- Q&A

# How Often Do You Negotiate Your Salary?

Conducted by Salary.com, 2013

## U.S. Workers Surveyed



# Why Don't You Negotiate Your Salary?

Conducted by SF Gate, 2013

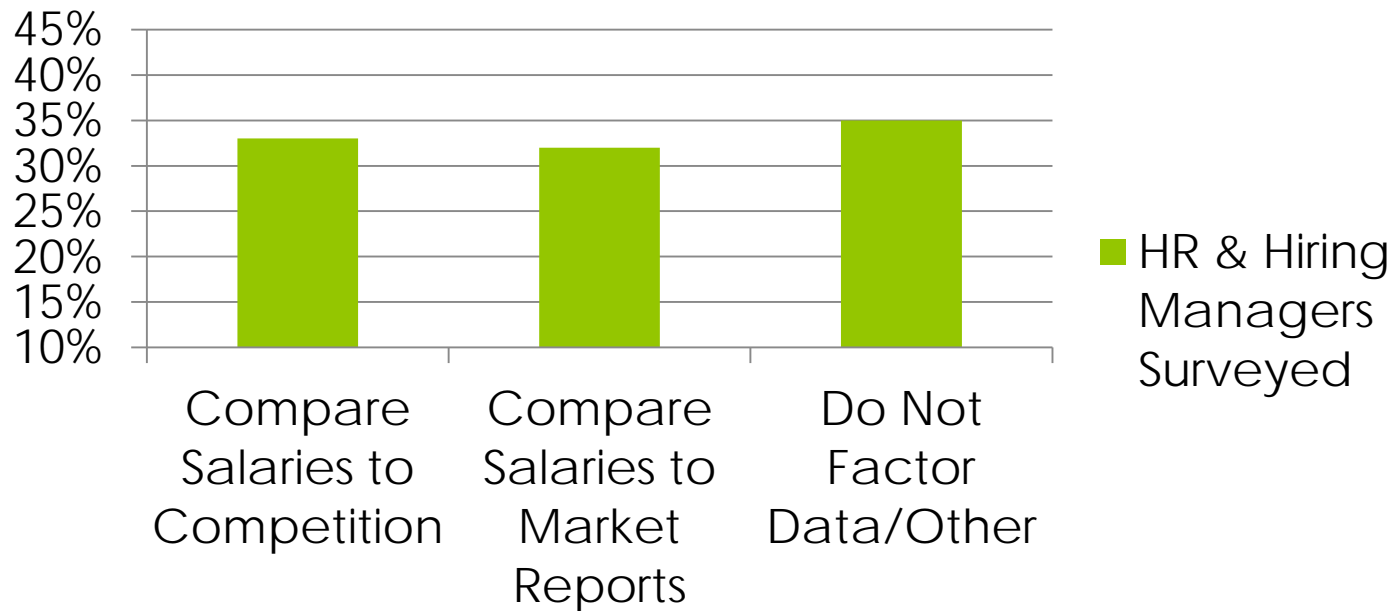
## U.S. Workers Surveyed



# How Are Employers Basing Pay?

Conducted by Harris Interactive, 2013

## HR & Hiring Managers Surveyed



# Importance of Negotiating

- Receive acceptable rate of compensation in line with your level of experience, skills and education in the field (ROI).
- Get fair market value based on contingent data regarding the industry and similar positions. Never underestimate your worth.
- Ensure your personal needs are met.

# Preparation and Research

## *(Before the Offer)*

- Thoroughly research what the market is paying in your desired geography.
- Gather evidence to determine an acceptable offer range.
- **DO NOT** discuss salary information until the employer brings it up. Initiating the topic can be a turn-off and could prevent you from moving forward in the process.

# Preparation and Research

*(Continued)*

[www.salary.com](http://www.salary.com)

[www.glassdoor.com](http://www.glassdoor.com)

[www.bls.gov/ooh](http://www.bls.gov/ooh)

[www.change-career-with-purpose.com](http://www.change-career-with-purpose.com)

[www.payscale.com](http://www.payscale.com)

[www.collegegrad.com](http://www.collegegrad.com)

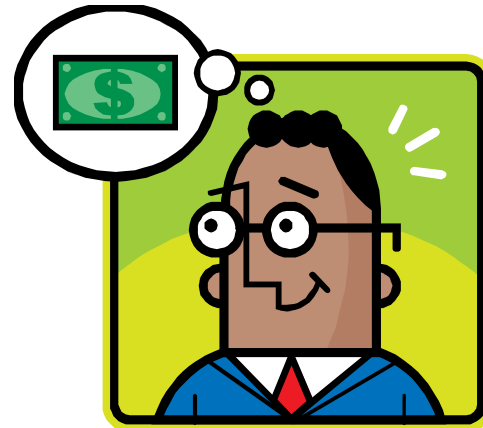


# Preparation and Research

## *(After the Offer)*

- Know the number/range you are looking for, ensure its in line with YOUR market value and PRACTICE your pitch.
- Evaluate the ENTIRE job offer package (benefits, vacation, paid days off, perks, etc.)

# Example



- Company A is offering \$55,000 base pay and a benefits package worth \$5,000
- Company B is offering \$50,000 and a benefits package worth \$12,000 along with annual salary reviews

# Items of Consideration

- Base Salary
- Retirement plans, Company matching, Pension Plans
- Health, Dental and Vision benefits (When do they begin?)
- Life insurance, disability, accidental death benefits
- Vacation time and Paid holidays/breaks
- Bonuses, commission, merit raises, performance reviews
- Stock options
- Reimbursements (tuition, mileage, commuting allowance)
- Relocation Costs (if applicable)
- Dependent Care Programs (Child & Elderly Care)
- Perks (Company car, laptop/tablet, cell phone, discounts)

# Negotiation Examples

- **Occupational data and research**
  - **Example 1:** The average salary for my level of experience in Southern California is currently \$65,000  
Are you able to provide an offer reflective of the current market value for my experience?
- **Demand of your skills and abilities:**
  - **Example 2:** The demand of my experience in designing training manuals warrants a higher base. Data shows the average salary for this experience alone is about \$70,000.

# Negotiation Examples

- **Another offer on the table or current salary:**
  - **Example 3:** I currently have an offer of \$65k for a similar position, are you willing to beat this offer?  
**Or**
  - I am currently making \$32 an hour. Would you be able to beat my current rate of pay?
- **Needs of the company and your research:**
  - **Example 4:** My ability to develop specific software can save the company up to \$10k in outside costs. For this reason I think it's reasonable to seek an additional \$5k in base pay.

# Negotiation Examples

- **Get the company to name a price:**
  - **Example 5:** Based on my experience and the demands of the position, I'm hoping for a figure more in line with the market rate of this position. Can you tell me what kind of hiring range you have to offer?
- **Higher end of the salary range:**
  - **Example 6:** After comparing my skills and experience to what you desire in a candidate, would it be possible to discuss increasing the offer to somewhere closer to the high end of your listed salary range?

# Additional Tips

- Diffuse the risk of your request being taken negatively by assuring them you want the position.
- Exemplify confidence; Convince yourself you are worth it.
- Avoid giving personal reasons for a salary increase.
- Start reasonably high but not too high.
- You may not get everything you want. Be reasonable, understanding and realistic. Feel free to ask how salary was determined.
- Be ready to say no if the offer doesn't fit your needs.

# Tips on Asking for a Raise

- ❑ Once again, research your position and know your market value.
- ❑ Know the details of your benefits package and your complete salary structure (contact HR if necessary)
- ❑ Request an appointment regarding your performance with your immediate Supervisor.
- ❑ Bring list of your accomplishments and how you have specifically contributed to the companies goals (start saving these records now if you haven't been)



# Tips on Asking for a Raise

- ❑ List how you have gone above and beyond your job description.
- ❑ Show your commitment and desire to grow with a log of overtime, after-hours trainings and education you have pursued.
- ❑ Network with professionals and individuals at other companies to determine a realistic number you should ask for (LinkedIn).
- ❑ Be positive and professional. Avoid coming off hesitant.
- ❑ If request is denied, respectfully ask what can you do to improve enough to warrant a raise.

# Questions