



SALARY NEGOTIATION

It has been said that negotiations are good-faith discussions leading to an agreement that everyone likes. Salary negotiations is no different from any other form of negotiation in that both the interviewee and the interviewer desire the same outcome: acceptance of an offer that makes parties feel positive about the outcome.

Once an offer is made, the negotiation can begin. First, analyze the offer. Do you have all the information necessary to make a decision? If not, ask the company for the information you need. Next, evaluate the offer: how closely does the offer match up to your overall goals and your other offers? Next determine if there are some items that are more negotiable than others. In some cases, the terms of your job offers are negotiable. Starting date, salary, and length of time in which a decision is needed are all points that most employers are willing to discuss when approached honestly and directly by candidates. Just remember that not every employer will be open for negotiations.

Obviously the salary level offered by a company will weigh heavily upon your decision to accept or decline a job offer. Like the other components of job offer evaluation, it is important to review the salary objectively, and apply this evaluation in the proper context.

At times there is a misconception that salary offers are like sticker prices on a car- they must be negotiated. Realistically, there are offers that can and possibly should be negotiated, but this is by no means a universal course of action for every salary offer.

With this in mind, let's look at the protocol in negotiation with companies:

Before you approach a company to negotiate be sure to know why you believe your actions are justified!! Gather all necessary information and analyze the offer thoroughly. Do you have significant work experience or other qualities which should place you in the upper part of a salary range rather than the lower or middle? How does the offer match up with your other offers in a comparable context? Will it provide sufficiently to meet basic living expenses and discretionary income for personal needs? Is it in-line with industry standards?

Any time you ask for something different than offered
YOU MUST HAVE A REASON WHY YOU THINK YOU DESERVE MORE!!

Only negotiate if you really want the offer and are prepared to accept it if your needs are satisfied.