SALARY NEGOTIATION

Know Your Value
Find Objective Data and accurately research your marketplace value. You own documented accomplishments.

Identify Target Salary and Benefits
Salary.com gives you an approximate salary range. Find your location and best-fit job description. Identify your minimum, target, and bolstering range. Note that total compensation includes benefits.

Know Your Strategy
It’s important to prepare beforehand and have a strategy. Below are important tips to craft an effective salary negotiation:

• Start negotiating your salary AFTER you get the job offer.
• Avoid being the first to mention salary or name a number. Do not make an ultimatum offer.
• Keep the negotiation objective, not personal. Do not make comparisons with others.
• Secure the offer in writing so you have a record of the interaction.
• Consider the value of benefits or benefit packages and weigh that into the overall offer.

Great Online Resources
Below are some great salary negotiation resources:

• Salary.com
• Paycheckcity.com
• Careercontessa.com
• ISU.edu/career

Practice, Practice, Practice!
Make and use notes in practice, as well as real negotiations. For best negotiation results, prepare and do your research in advance. Practice interview questions and salary negotiation.

TACTICS
Employer: “So what do you want for a salary?”
You:
“I’ll consider any reasonable offer.”
“You know better than I do what this job is worth.”
“My research tells me that someone with my skills, education, and qualifications doing this job earns between ___ and ___. What is your offer?”
If pushed hard to name a figure, always give a range rather than a single number.

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