

Improve Your Salary Negotiation Skills

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Understanding Your Worth

- **Research Average Salaries:** Use platforms like Glassdoor, PayScale, and LinkedIn Salary to understand the average pay for your role in your industry and region
- **Assess Your Skills:** List your unique skills, experiences, and achievements that add value to your role

Preparation Before Negotiation

- **Define Your Range:** Establish a realistic salary range based on your research, with your target salary at the top
- **Know Your Minimum:** Determine the lowest offer you're willing to accept
- **Prepare Your Pitch:** Outline key points that justify your salary request, including your achievements and market research

During The Negotiation

- **Start with Gratitude:** Express appreciation for the offer before moving into negotiation
- **Use Positive Language:** Frame your negotiation in terms of what you're excited to bring to the role, rather than what you need
- **Be Specific:** Present your salary range and be ready to discuss specifics
- **Practice Silence:** After making your case, allow the other party time to respond without filling the silence

Addressing Counteroffers

- **Listen Carefully:** Understand the details of the counteroffer before responding
- **Negotiate Beyond Salary:** If salary flexibility is limited, discuss benefits like remote work days, professional development opportunities, or vacation time
- **Show Flexibility:** Indicate your willingness to find a mutually beneficial agreement

After The Negotiation

- **Get It in Writing:** Once an agreement is reached, request a written offer
- **Review Thoroughly:** Ensure all discussed terms are accurately reflected in the offer letter
- **Express Appreciation:** Thank the employer for the opportunity and for negotiating

If The Negotiation Fails

- **Stay Professional:** Maintain professionalism; express gratitude for the offer and keep the door open for future opportunities
- **Evaluate the Offer:** Decide if the offer is acceptable, even if it's below expectations, or if you should continue your job search
- **Seek Feedback:** Politely ask for feedback to understand any gaps and improve for future negotiations

Tips For Success

- **Practice:** Rehearse your negotiation strategy with a friend or mentor
- **Stay Calm:** Keep emotions in check and remain professional throughout the negotiation
- **Be Ready to Walk Away:** Knowing you have options will give you confidence to negotiate effectively