

## 10 TIPS for SALARY NEGOTIATIONS

*Negotiating for your salary can be exhausting and a real challenge. Here are a few tips that hopefully will ease some of the pain for you. Good luck in your negotiations and your new job!*

1. Do your homework. Do research on the salary so you know what you expect for the position you are seeking. Use resources like Salary.com, GuideStar.org, as well as association salary surveys.
2. Be sure you are aware of your strengths, skills and achievements. And be able to show and demonstrate the results of your successes. Think about what the value you bring to the new organization and be able to talk about it. Know what you are worth.
3. Don't inflate your current salary just to get a higher offer.
4. Don't bring up salary before the employer does. Find out as much as you can about the position, responsibilities and what it entails.
5. If you are "pushed" about salary, give a salary range that you find acceptable based on your life style. Try to let the employer make the first salary offer.
6. You don't have to take the first salary offer. If the offer made is not acceptable (based on your research), negotiate...with adequate data to support your offer.
7. Look at the total compensation package, not just salary. For some folks, having flex time, additional medical benefits, vacation etc can add up and can be very appealing.
8. If you can't negotiate a higher starting salary, be prepared to discuss other options, such as a 6 month review (rather than waiting for the next annual), better title, etc.
9. Get the offer in writing.
10. And don't forget to practice your pitch. Be comfortable with discussing your successes and worth that you bring to the table. Be confident.



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