

NEGOTIATE LIKE THE BIG GUYS pdf

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Or, quite possibly, you just hate negotiating altogether. Bottom line, nothing should hold you back from negotiating for the salary you deserve. Instead of backing down at the next negotiation opportunity, follow these steps to navigate the dreaded salary discussion. Chances are, during your interview process, someone will ask you about your salary expectations. This moment can be super daunting! Before your first phone interview, do some research. Then, look at the cross-market salaries of people similarly situated in the industry. Keep in mind that location is often a major factor in salary. Big city roles can usually command higher salaries because the applicant pool and cost of living are generally much higher. Next, evaluate how far you moved the needle at your current job. Have you exceeded expectations? If your results are tied to actual company revenue, have those hard numbers handy as well. Not that experienced yet? We know how tough a low salary can be, but keep in mind, you have the rest of your working life to hit your salary goal! Right now focus on hard work and learning. This is where men and women tend to differ. Men often give a distinct number based off of market research and self-evaluation. Early on, choosing the place that is going to teach you the most will give you the opportunity to learn valuable skills, making you worth more in the future. If they have no flexibility in cash resources, appeal for more vacation days, a signing bonus, more equity, or even a greater annual bonus. Stay within reason—keep your counter proportionate to the initial offer. Remember back to when the recruiter asked where you wanted to be salary-wise? Those who did ask saw a 7 percent increase in compensation. So ask for more, ladies! Once you reach an agreement, be sure to thoroughly review your offer letter, sign, and return it within 24 hours. Stand proud and let the real work begin. Be Proactive and Transparent About the Money Have an open and honest conversation with your manager, months before review time. Let her know your desire for greater compensation. Fairly assess your contributions. What have you done to garner a higher wage? In addition to recapping your latest and greatest projects, be sure to present research on what others in the industry are making and why you feel your work stacks up. Your salary is never a reflection of your need for more money. Rent, loans, and other bills are not the concern of your manager. Steer clear of making it personal. Have an open and honest conversation with your manager, months before review time. Be proactive by offering suggestions as to how you can take your position to the next level. Keep track of your own progress. The easiest way to get promoted is to do excellent work at the level you wish to be promoted to. Network at Work Learning to network with employees who are a level or two above you is an excellent way to recruit the support of higher-ups. The only thing left to do is persevere. Big salaries and lofty titles are the makings of serious staying power.

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