

# How to Negotiate Successfully Your Salary

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No one wants to be seen as greedy and some of us feel awkward when it comes to the money talk, but the good news is negotiation skills can be learnt. Find out how to negotiate successfully your salary.

## **Salary negotiation is not demanding money**

Money is necessary for life and the recruiter knows it. So don't feel uncomfortable when the salary negotiation starts. In some cases the salary offer is fixed. Then all you can do is take it or leave it, but most often than not you are expected to negotiate, so be prepared.

## **Wait for it**

Even if it is part of the hiring process, be patient and wait until the recruiter brings the topic up. Avoid talking about your salary expectations on the first interview. You will be in a better negotiating position after you have proved how competent you are and that it is worth for the company to hire you even for a somewhat larger salary.

## **Be prepared**

When the time comes, you will either get a salary offer or you will be asked what is your salary expectations. If possible, let them make the offer. If not, avoid giving a number. You should state for a salary range. How to decide what should be this range? Well, it depends on how qualified you are for this job, how much experience you have, where is the job and, of course, what is the position you are applying for. If you have been working in the same field, then your previous wage can be a starting point. You can ask around as well what to expect and there are also several sites with accurate salary calculators. Check them out before the interview.

## **Money is not everything**

Your compensation package will most probably include not only money but other benefits as well such as health insurance, days off, sick leave and so on. You should also decide whether you are willing or not to work for less until you prove what a great asset you are for the company. Keeping in mind all these factors, decide what is the minimum amount that you are happy with and make it your bottom line of the salary range you propose when requested.

## **What to do if you are not happy with the salary offer?**

The best scenario is that you are happy with the offer and all you have to do is accept it. But if it doesn't meet your expectations, the negotiation starts. Remember, diplomacy is a key factor. Don't say 'It's not good enough'. Rather express how happy you are that they consider you as a serious applicant and then say something like: 'However, considering my experience and based on the research I made on the salary range for this position, I've hoped for a higher number.' If you cannot agree in a sum that is mutually acceptable, your decline must be polite. Express your regret and leave. I wouldn't suggest, though, to use it as a bluff. You might end up without an offer. If you are not really satisfied with the offer, but you can't make up your mind you'd better say so and ask a little time to consider their offer.

Have you come to a verbal agreement? Great! Now all you have to do is to ask for a written offer.