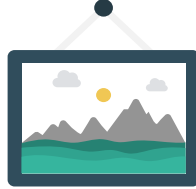




Do your research



Look at the big picture - more than just a salary



Sell the value you offer



Justify your request/need



Negotiate all issues simultaneously

WHAT TO KNOW BEFORE

- How much you need to make
- The salary range listed for the position
- What your research indicates the salary range should be
 - Use labor market research tools such as ONET, EMSI Career Coach, and our Industry Profiles
- Other contributing factors

WHY NEGOTIATE SALARY?

- Future raises are based on your starting salary
- Lifetime earnings are significantly higher for those who negotiate their salaries
- You do not want to miss the opportunity to show your potential employer that you have done your research

WHY PEOPLE DON'T NEGOTIATE

- Feel grateful to have a job/opportunity and are satisfied with the initial offer
- Never taught or are intimidated to negotiate

TIPS TO PREPARE FOR NEGOTIATION

- ▶ Know how much value you can offer
- ▶ Research the market average
- ▶ Prepare your talking points
- ▶ Schedule a time to discuss
- ▶ Practice your pitch
- ▶ Be confident
- ▶ Lead with gratitude
- ▶ Ask for the top of your range
- ▶ Prepare for tough questions
- ▶ Be flexible
- ▶ Ask questions
- ▶ Do not be afraid to walk away

“ The key to a good salary negotiation is to always know your value!
- J.T. O'Donnel ”



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