

SALARY NECOTIATION



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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 <u>ONET</u>, <u>EMSI Career Coach</u>, and our <u>Industry Profiles</u>
- Other contributing factors

WHY NECOTIATE 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 NECOTIATE

- 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

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- 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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What Else Can I Negotiate?

- 1. Start date
- 2. Educational/Training expenses
- 3. Renegotiate salary at first performance review
- 4. Bonuses/Raises signing, end of year & performance salary increase
- 5. Stock options
- 6. Flex time make sure it is an option and do not ask to start a flex schedule right away

NOTES

For a complete list of no-cost services, upcoming events, and our locations, visit our website.

