

Discussing Salary

Discussing and **negotiating your salary** doesn't have to be awkward and stressful. Knowing what you are worth, and what the potential position generally pays before you are given an offer or asked to appraise yourself is very important. Follow these basic principles for proper salary negotiations:

- **Salary calculators** – Know what salary range is expected before you go into your job interview. Many online calculators can help you understand what you should be earning from a position going into an interview based on the location, position, your experience, education, and other significant elements.
- **When to discuss salary** – Never bring up salary or benefits before the employer in a job interview. At the same time, don't commit to any position without a clear understanding of your compensation.
- **How to discuss salary**– If you are asked what your expected salary is right away in a job interview, simply state that you would like more information about the position/responsibilities and are open to discussing compensation.
- **If the offer is too low** – You can ask to “think it over” in hoping that the employer will raise his or her offer. Upon responding, you may politely offer a counter (you may be rejected, or they may counter back – this is a risk you will have to take).
- **Emphasise your skills, not your current financial position** – No employer wants to hear a “woe is me” story – they want to see that they are getting a fit candidate for fair pay.
- **Always negotiate or discuss salary pay face-to-face** – to convince and engage employers.
- **Negotiating Raises** – Come prepared with your salary history, your results and tracked improvements, official performance reviews, and the knowledge of your value. Appeal to your employer rationally, calmly, and confidently. Be familiar with the company policy, and never ask for an immediate response. If your request is denied, don't worry – you may have deserved the raise, but the budget for pay increases just wasn't there. Taking the initiative shows your employers that you know your worth, and they will keep that in mind.