

# Salary Negotiations

## Definition

Very simply, it is meeting and discussing your salary expectations with another person to reach a mutual agreement.

The art of negotiation is based upon mutual agreement, not confrontation!

Salary negotiations should begin after the initial interview process, but it usually starts with you at the initial interview. It is how you describe yourself to the Company at the interview, what your accomplishments are and what you will do for them that will make you more valuable to them, when the time comes to offer you that much sought after position.

Negotiating a salary is a lot more than saying "I want more money". You will need to ask certain pertinent questions before you can discuss your salary expectations

You need to know:-

- What is the salary range of the job offered by the employer or the salary range in that particular industry
- What is the lowest salary that you would consider to accept the position?
- What makes you worth a higher salary than the Company has initially offered?

Even if you have answers to these questions the Company may have objections to you asking for more money.

The Company may feel that you

- Lack suitable experience
- The salary on offer is the standard offer to new employees in that role
- There are budget constraints.

Think before you respond. Remember you are asking questions, not delivering an ultimatum. You will be looking for a way to reach common ground, to continue the discussion and not back yourself into a corner. You need to keep the discussion on a positive note.

Key points to remember:

- Always be truthful on present salary.
- Try not to be the first to raise the issue of salary.
- If asked what are your salary expectations, you need to indicate to the Company that it will depend upon the total package on offer.
- Listen to the needs of the Company/employer in understanding their business problems. Directing your answers during the interview to show that you can assist in solving some of those problems, will go a long way in ensuring that you get the best possible offer from the Company.