

20 Successful Salary Negotiation Tips for A Better Job Offer or Pay Raise

1. \$500, 000 Difference

A college graduate at 22 who starts his career at \$45,000 (\$3000 less than his peer \$48,000) per year will make over \$500, 000 less when they both retire at 65. All those small difference every year add up, especially with investment return you can get from those money when you are young.

2. Salary (or at least, total compensation) is Negotiable

Almost anything is negotiable these days. Salary, or total compensation is not strictly set as your hiring manager and human resources knows there are difference in each candidate.

3. It can help you career

You will feel more confident, more productive working for a fair salary and compensation.

Most of All, You CAN DO IT!

Let's negotiate for a better pay by following our 20 tips!

1. Do Salary Research – Know Your Worth



1. Use SalaryList.com or other resources to find as much as possible how much similar position will pay. Knowing the current talent demand/supply in your industry and field is also crucial.
2. So if needed in negotiation, you can demonstrate to them that you have done your research and know what compensation fits your skills, and use it as a bargaining tool.
3. If need be, tell them what your compensation was/is at your old/current job. You should also consider other components of your compensation (e.g. bonus, 401K and other benefits). We will discuss it later.

2. Show Your Experience – Prove Your Worth



1. Put your past experiences or results (if you are getting a raise) on the table and let the employer see exactly why you are fit for the position.
2. Results and experience is the most efficient and effective way to prove your value for the employer.

3. Put Hard Results – Demonstrate Your Worth



1. Tangible results are most effective. Demonstrate solid examples of what you've accomplished.
2. Show your employers that you've increased division revenue by 12% last year, improved operation efficiency by 20% or saved cost by \$200,000.

4. Let Them Offer First – Be Patient



1. Make sure to let employers make the first offer. Don't offer any numbers first, or pressed, just provide a broad range.
2. Push off any actual salary discussion until after you've offered the position or promotion. It'll be much easier then to negotiate since you know that the company wants you on board or need you for the position.

5. Show Excitement About The Position – Be Passionate



1. Employers are willing to pay for a passionate employee as they know motivation is the key to good productivity.
2. Be sincere , genuine and put on your happy face to show the employer that the only thing stopping you from taking the job is the compensation.

6. Prove You're the Best Fit for the Position



1. Employers want to see employees defend their case and follow through with their facts and ideas.
2. When it comes to getting the salary you want, show you are the best.

7. Visualize IT – Be Confident



Perceptual visualization is a great way to get something done. See it happen and it will.

8. Don't bring your personal life into the negotiation – Be Professional



Salary is mostly based on the company's budget and your capability of getting the tasks done. Bringing up the fact that you need a better car or you want to go to France will not get you far.

9. Do your research about the position



When you walk into the room, you should know -- from A to Z -- what the position entails, the skills required, the industry average salary, and the market demand. Use all of these hidden assets to your advantage and be prepared for any curve ball the employer might throw at you.

10. Know your minimum expected salary



Employers expect to negotiate salaries with new employees, but figure out beforehand how low you will go. And if you see the prospective company is not able to match your minimum salary range, don't be shy to ask about employee packages or even turn down the offer.

11. Be prepared with alternative solutions to cash



Stock options, signing bonuses, expense accounts, profit sharing, and performance raises are only some of the perks that can make up for actual cash compensation.

12. Forecast other benefits



If you don't get the salary you were expecting, don't despair, because the company may just have a salary cap and must, therefore, remain within the budget. Ask about potential advancement within the company and eventual raises.

13. Don't be afraid to walk away



Taking your stuff, turning down the offer and leaving might just be the best negotiation tactic. Show them you're not scared to walk away from the table; this will prove that you're very capable of going somewhere else and getting what you deserve. Act like you don't need it, and they might just give it to you. However, be prepared for them to let you walk out the door and never call you again.

14. Have a backup plan



If you see that negotiations are not going your way, whip out additional reference letters, take a salary cut during the early stages, or propose working from home to exempt the employer from having to set up your office and hence extra costs. Whatever you do, improvise and be ready to adapt.

15. Sell yourself



The employer shops around for the perfect employee, the same way you do when you're out buying a car -- you look for the best possible option at the lowest cost. Paint him a picture of your skills and all of the reasons why he should hire you.

16. Be comfortable with the employer



Don't turn the negotiations into a "do or die" situation. Avoid conflict. Be loose and friendly in your exchanges and let things flow. You'll be surprised at how receptive your employer might be to this approach.

17. Be calm and in control



The last thing your future boss wants to see is you throwing a fit because you didn't get what you wanted. Prove to him that you're capable of keeping your emotions in check, even when things don't go your way.

18. Don't necessarily turn down the first offer



Who knows? The first offer made might be exactly what you're looking for. But if it isn't, remain quiet and indecisive, and the employer might just make a higher offer to break the silence.

19. Be flexible about the hours



Although your potential employer may not be ready to offer you a full-time position, always consider a part-time position, working from home or any other flextime alternative.

20. Anticipate objections



The same way you prepare for a Q&A session at the end of a presentation, cover all of your angles; be ready and steady for any unusual inquiry from your future employer. Know exactly how to respond if he says, "you're not qualified enough" or "you're asking for too much."

GOOD LUCK!
&
THANK YOU!