Closing the Deal

For more information on Salary Negotiations, please visit:

TheLadders Career Advice: Salary
theladders.com/career-advice/topics/salary

Negotiation Q&A with Jack Chapman
theladders.com/career-advice/tag/salary-negotiation-q-and-a
My name is Amanda Augustine and I’m the Job Search Expert for TheLadders. I am a certified professional career coach (CPCC) and resume writer (CPRW). I’ve spent almost a decade working in the job search space, helping professionals find the right job, faster.

Ask Amanda Column theladders.com/askamanda
TheLadders Career Advice theladders.com/career-advice
Twitter @JobSearchAmanda
Facebook Page http://ow.ly/hh6wT
TheLadders is an online job-matching service for all professionals ($40K+) that focuses on finding the right person for the right job.

http://www.TheLadders.com
We’ve broken down the job search into 3 main phases: Prepare, Search and Close. This presentation will specifically focus on the negotiation process.
By not negotiating, you are setting yourself up to lose hundreds of thousands of dollars over the lifetime of your career.
Before you step into the interview room, research the market rate for your position by going to sites like Glassdoor.com and Vault.com.

For more information on researching the market value of a job, visit: theladders.com/career-advice/salary-negotiation-tips-your-competitive-market-value
Also know your worth. What do you bring to the table?

The more questions you can ask during the interview that help you understand the organization’s challenges and needs, the easier it will be to explain how you will add value by solving problems, cutting costs, bringing in more revenue, etc.

During the interview your job is to not only sell your talents, but to also assess their needs, and build rapport with the hiring manager and other interviewers.

For more information on quantifying your value, visit:  
theladders.com/career-advice/salary-negotiation-tips-quantify-value-to-get-best-offer
It’s important to delay any talk of salary for as long as humanly possible.
The idea is that you can postpone the conversation until you’ve gotten the recruiter and hiring manager out of what Jack Chapman calls the “budget” state of mind (how much will this person cost me), to the point where they see you as a value-add to the organization.

There are phrases you can attempt to use to dodge and reflect the questions related to salary history and requirements, but let’s be honest, you’ll probably be asked your requirements during the initial phone screen.

In those circumstances, I recommend using the range that you found during your market research, and let them know that you’d like to learn more about the role and determine if you’re a good fit before getting any more specific with the numbers.

For more information on determining your target range, visit:
Remember that negotiation isn’t about one person winning and the other losing.
It should be a mutual agreement where both sides get some of what they want. That’s why I recommend doing two things:

1. **Make sure** you know what your compensation range is. What is the lowest you will go and still be happy taking the job, and what’s the highest you want to ask for, given the going rate for the job in today’s market?
(2) **What other** tangible or intangible benefits are you interested in? In addition to the options I’ve listed above, consider the following:

**Personal:**
- Child care, company car, vehicle allowance, parking reimbursement, allowance for cell phones, health club membership, golf club membership

**Job-Specific:**
- Travel budget, secretarial support, ability to select a team, flexible work schedule, termination clauses, performance measurements, start-up funding for projects, laptop and other technology, tuition reimbursement, office size and location, contract with layoff provision, overtime/travel compensation

**Career Advancement:**
- Management development programs, training and/or education, access to technology, access to strategic planning activity

For more information on intangible benefits, visit:
- [theladders.com/career-advice/salary-negotiation-tips-how-much-are-benefitsactually-worth](theladders.com/career-advice/salary-negotiation-tips-how-much-are-benefitsactually-worth)
- [theladders.com/career-advice/negotiating-intangible](theladders.com/career-advice/negotiating-intangible)
When negotiating, don’t bluff unless you’re serious about walking away from the negotiation table without an offer. This is especially true when you’re trying to leverage one job offer against another.

For more information on leveraging one offer against another (or to get a raise), visit:

[theladders.com/career-advice/7-steps-leverage-counteroffer-larger-salary](theladders.com/career-advice/7-steps-leverage-counteroffer-larger-salary)

[theladders.com/career-advice/how-to-turn-job-offer-raise](theladders.com/career-advice/how-to-turn-job-offer-raise)
Don’t forget to convey how interested you are in working with this organization. If the first offer isn’t what you’re looking forward, reiterate your interest in the role and tell them you are confident that you can come to an agreement that work well for everyone.
It never hurts to emphasize your cultural fit with the organization (shared values, the right working environment, etc.)
Don’t forget about the 80/20 rule of recruiting:

On average, recruiters spend 20% of their time making sure you have the required technical skills you discussed in your application.

The other 80% is spent determining if you will be a good fit for the team. You could have the best skill set in the world but if you won’t work well with the team, then you’ll accomplish nothing (and ultimately won’t last at the company).
Thank you!

Want more information?

*Check out my Ask Amanda column on TheLadders Career Chronicles, and follow me on Twitter and through my Facebook page for tips and articles every day!*

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