

Why Negotiate Anyway?

Raises and benefits (employer retirement plan contributions, etc.) are directly tied to your starting salary by on a percentage base.

Start with \$45,000 or with \$50,000

- 5% of your salary for retirement is:
- 2% raise is:

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\$45,000 vs. \$50,000

Retirement \$2,250 vs. \$2500

Raise \$45,900 vs. \$51,000

After 2 years: \$1605

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Obstacles to Negotiation

- Gender norms
- Lack of information
- Pressure for an answer
- Fear of losing the offer
- _____

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Craft Your Case

What do you bring related to the job description?

To the industry or client population?

Your Skills, Qualifications, Education, Experience -
Remind the Employer

Know What You Need

**You need a budget to know your
minimum salary**

What are your costs for:

- Housing
- Transportation
- Food
- Utilities
- Clothing
- Entertainment
- Debt repayment
- Childcare
- Insurance
- Charitable donations & gifts
- Medical expenses

paycheckcity.com

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***Know What You're
Worth***

Know Your Industry/Field

- Informational Interviews
- Salary.com - evaluate based on:
 - Title
 - Years of experience
 - Job functions
 - Skill sets
 - Knowledge base
 - Education
 - Supervision level

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- **Begin where y**
- If you want \$50,000 - \$55,000
- Back up your co
facts
- Use your instinc

Use a Range

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- **Begin where you want to end**
- If you want \$50,000/year, ask for \$50,000 - \$55,000
- Back up your counter-offer with facts
- Use your instincts