

# 31 Things You Should Know About Salary Negotiation

Starved for time and content, I decided I would share some notes I took after hearing salary negotiation specialist, Jim Dixey speak at an event.

- It's not about you, but the employer
- The recruiting process is the most discriminatory part of business
- You're not the most important person to the recruiter
- You have to be [the best](#)
- The employer environment is extremely competitive
- You can throw the concept of a level playing field out the window
- They will hire the person they like the most virtually every time
- A paper candidate doesn't matter
- Don't waste your time comparing yourself to someone else
- Compensation is a lot of things; salary is just one of those
- A signing bonus locks you in; it's the least important thing you should worry about
- Re-location - you won't get much unless you're a big wig, or have a family
- Always focus on salary
- Your raise is based on your salary
- Your bonus is based on your base salary
- Your benefits package is based on salary level
- Always counter or negotiate the offer; you're foolish not to
- Until it is in writing it does not matter

## NEGOTIATING AN OFFER:

- Know yourself
- Know what you bring to the table
- Know the range you can negotiate within
- Always negotiate over the phone or face to face, never via email
- Ask three questions
- Ask two innocuous questions you would like clarified and bring up salary on the third
- Start with something like this: "I am following up on the offer. I had a chance to look over it and I have a few questions I would like to ask you."
- An example →
- Ask about relocation (i.e. fees such as deposits - first and last, cost to turn on electric, etc.)
- Ask about the bonus, is it paid in the first or second paycheck or separately?
- Finally, ask about salary — "The last point I want to discuss is base-salary. I would like to ask you to consider..."
- Always give a range (i.e. mid-to high \$60s), NEVER a firm number
- This gives them something to ponder, to go and ask about rather than just a firm number to quickly dismiss.

What do you think? What strategies have you implemented in the past? Were they successful? Please leave a comment and let me know what has (or has not) worked for you in your own salary negotiation situations.