Leveraging Your Value

Kansas State University

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From Paying To Learn

Getting Paid For What You Know
Women reported salary expectations between ___ and ___% lower than those of men for the same job. Know your value

Men initiate negotiations about ___ times as often as women.

45% of Hiring Managers state that they are willing and even expect to negotiate salaries after the initial offer.

___% of candidates accept the first offer given to them.

Candidates age ___ and older negotiate more than Millennials.

49% of women say they never negotiate at all.

2.5 times more women than men said they feel “a great deal of apprehension” about negotiation.

___% of women say they never negotiate at all. Negotiations between ___ and ___% lower than those of men for the same job. Know your value.
Salary Negotiations 101

• Be prepared and Informed
• Determining your Market Value
• Attitude is Everything
• Show me the ....
• Cardinal Rules
• Key Takeaways
Research, Research...RESEARCH

- Company
  - Profit
  - Not for Profit
- Industry
- Profession
- Location
- Salary Ranges
Leverage Your Value

Accomplishments (A&P)
Years of Experience
Education
Mobility
Potential
Knowledge of the Situation
Ask Questions For Critical Information

- How long has the role been vacant?
- What led to the opening?
- How critical is the role to the organization?
- How often has the role changed in the past 24 months?
  - If more than 3 times, what are the attributing factors?
Negotiation Is A Dynamic Process

- Salary
- Start Date
- Relocation Assistance
- Vacation Time
- Education Programs
- Home Purchase
- Larger salaries
- Sign on Bonus
- Stock Options
- Housing/Car Allowances

Negotiating Power

Status

Experience

Education
• Vacation time
• Remote assignments
• Telecommuting
• Relocation assistance
• Education (training, Certification, MBA etc)
• Transportation

Show me the Perks!
Beyond The Paycheck

- Worklife Balance
- Location
- Social Responsibility
- Career Track
- Future of the Company
LET’S PLAY:
Q: “What are your salary expectations?”

A: “Whatever you offer is acceptable.”

“I just want to get into the organization, so I’m open”

“I don’t care, I just need a job”
Q: “So, what are your salary expectations?”

A: “Someone in this role generally makes between $ and $.”

“Taking into consideration my education, experience and the companies salary range, I believe a salary of $ would be fair.”

“After careful research which included cost of living for the area and the typical salaries for this particular position, I believe an annual salary request of $$$ would be both realistic and fair.”
• Show Your Hand
• Initiate the Salary Discussion
• Accept The First Offer
• Appear Desperate
• Engage in Salary Negotiations Unprepared
• Overlook The Non-Monetary Perks
• Enter into Negotiations with a Bad Attitude

Negotiation: What NOT To Do
Things To Consider Before You

ADVANCEMENT

COMPENSATION

CAREER

XCITED

ERKS

RAINING
Key Takeaways

• Employers expect Negotiations
• Well informed candidates receive greater Dividends
• Know your Value
• Never accept the First Offer
• Never accept an offer below your Value
• Be Realistic!
• **ALWAYS GET FINAL AGREEMENT IN WRITING!!**
Resources

• PayScale.com
• Salary.com
• CareerJournal.com
• CbSalary.com
• Abbott-Langer.com
• Vault.com.salaries.jsp