

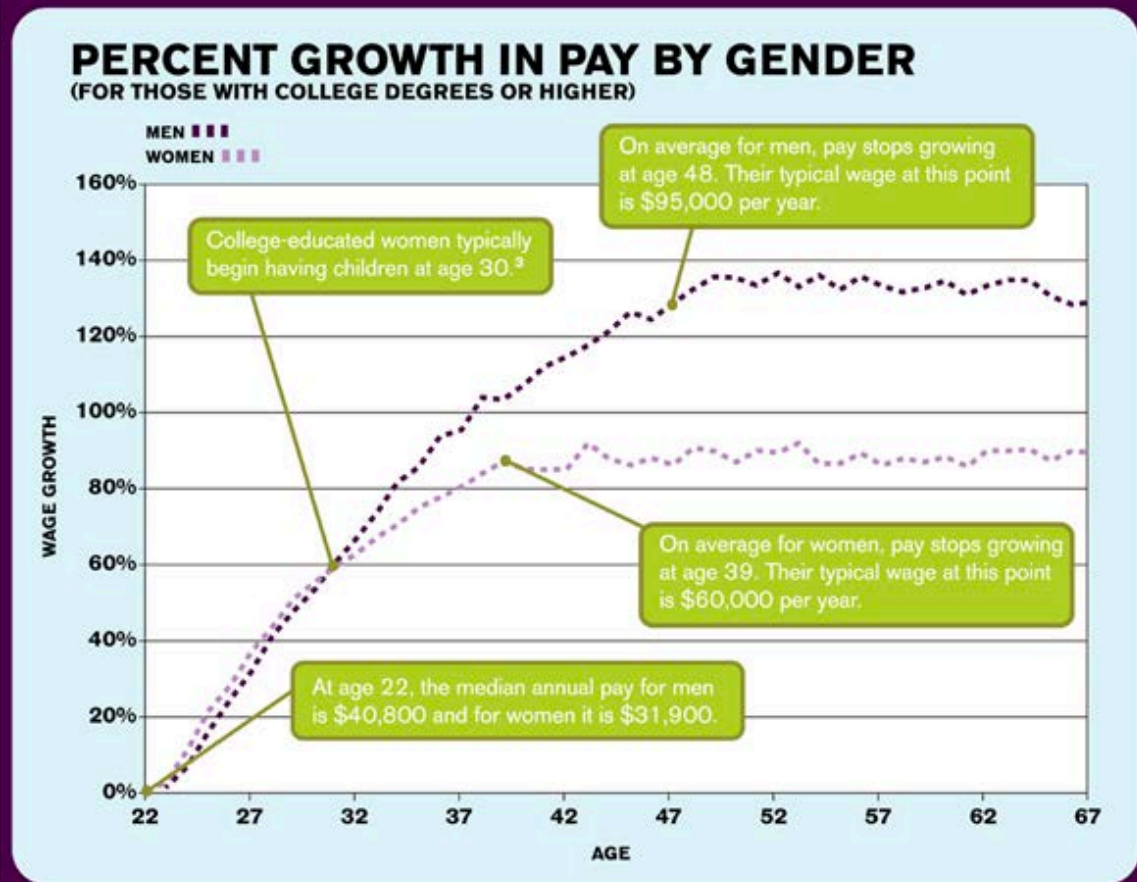
Determine Your Worth and Negotiate Your Salary

Aubrey Bach, Marketing Manager



Early Salary Negotiations Are Crucial

- Salary plateaus after age 40, often earlier for women.
- Negotiating your salary early
- Huge impact on future earnings



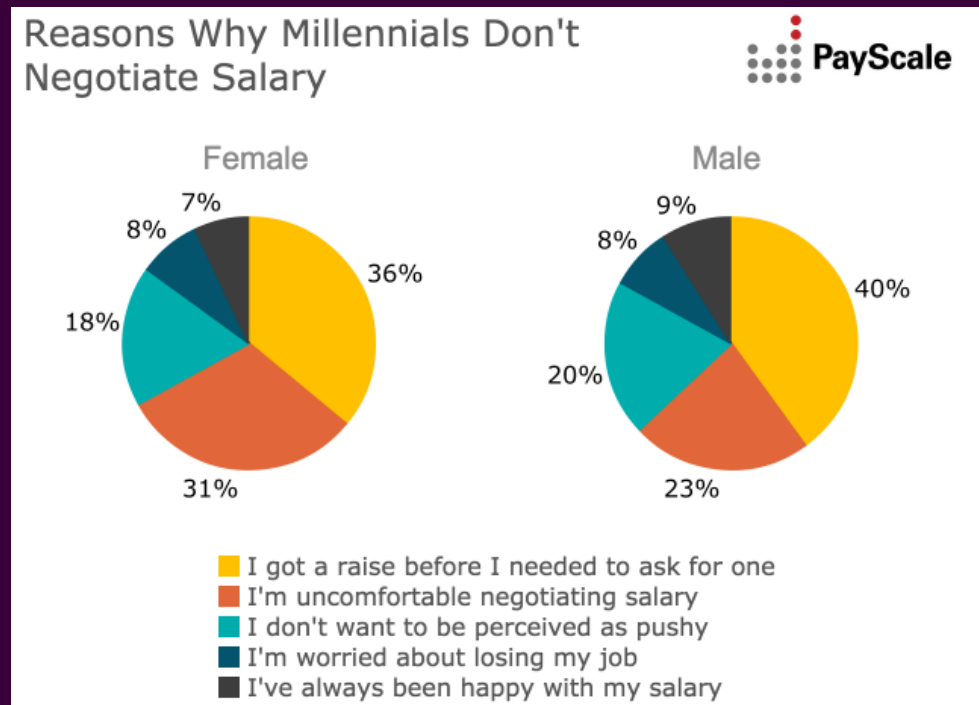


Oh snap.

"... a 25-year-old who negotiated a starting salary of \$55,000 will earn \$634,000 more than a non-negotiator who accepted an initial offer of \$50,000."

But Millennials Aren't Negotiating

- Only 37% of millennials have asked for a raise
- 69% of those that did ask for a raise got a pay increase – 43% got the raise they asked for!



A hand is holding a magnifying glass over a computer screen. The screen displays a blue error message that reads "404 ERROR". The background is dark and out of focus.

Negotiation 101

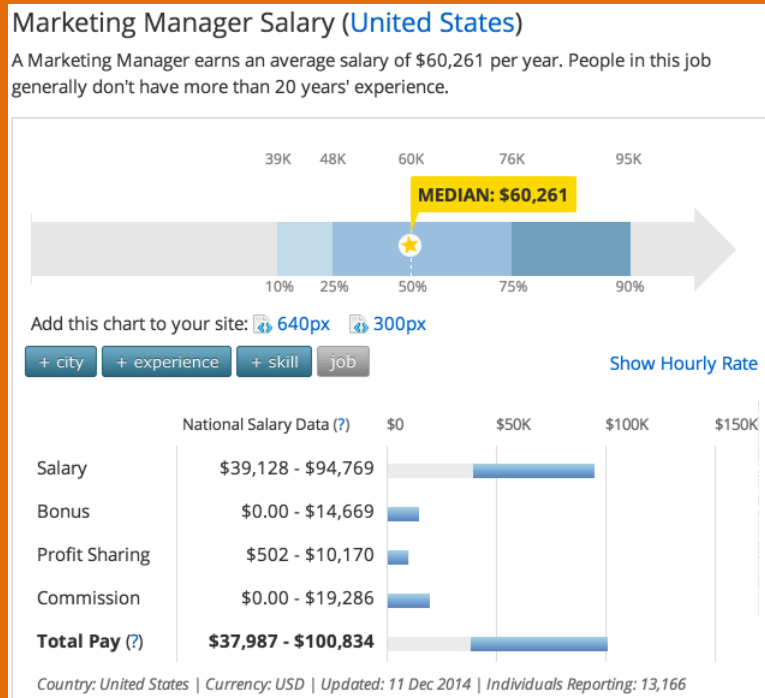
1. What you are worth
2. What they are willing to pay you



PayScale

Use PayScale to Research Salaries

Use the [PayScale Research Center](#) to find out how much different jobs pay, and how salaries are affected by



- Experience
- Skills
- Location
- Employer



Determine How Much YOU Should Earn in That Role



Take the PayScale [What-If survey](#)



You Start Negotiating As Soon As You Apply

- The salary negotiation process starts as soon as you fill out the first application
- Never give a number or preferred salary range on an application



Don't Be Scared

- Employers expect you to negotiate.
- Data will set you free.





What is Compensation?

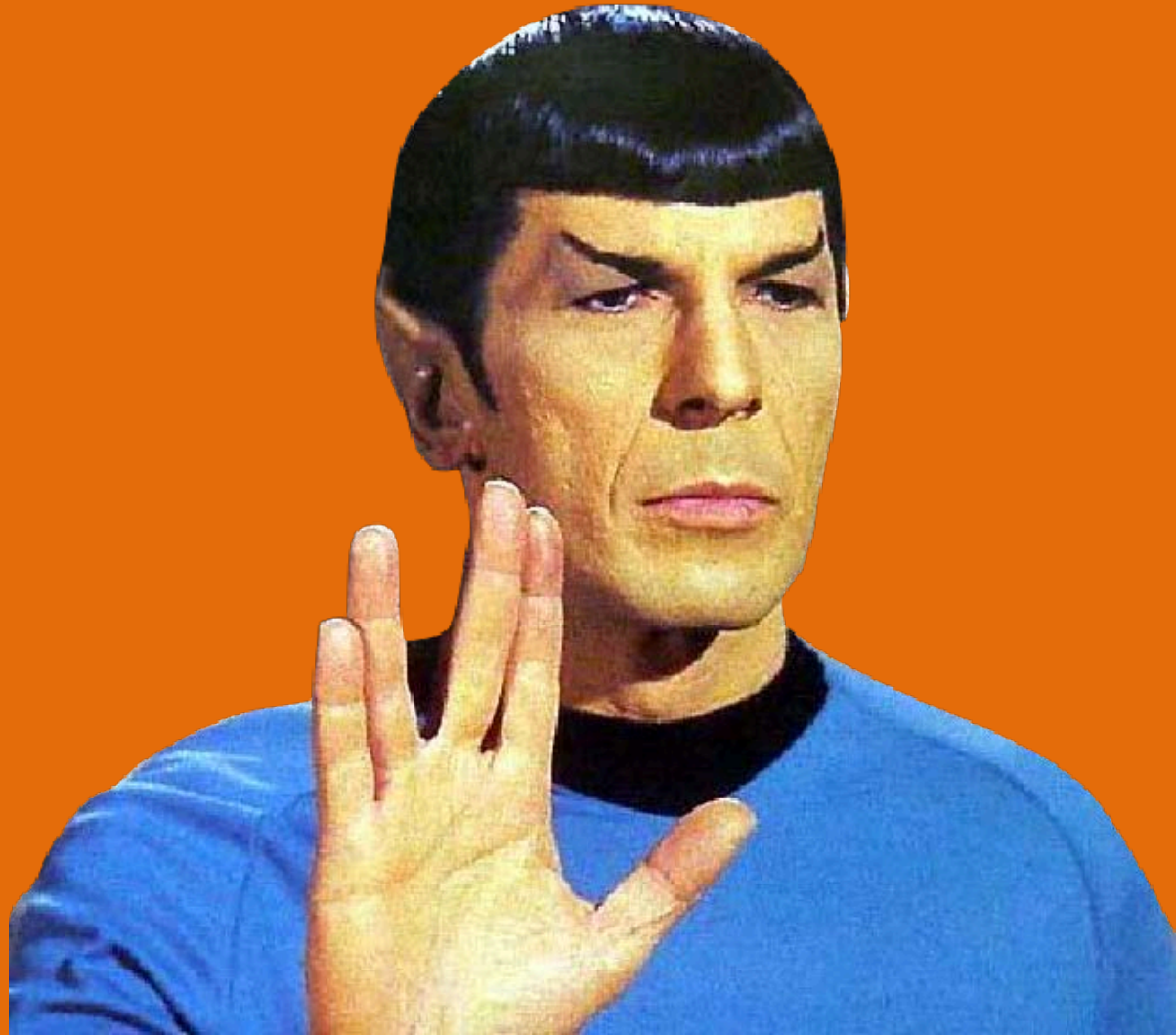
- Salary
- Bonuses
- Equity
- PTO
- Flex time
- Benefits
- Education opportunities




Don't Take The First Offer

- Recruiters expect you to negotiate.
- If the number they offer doesn't meet the compensation package you researched, come back with a **specific counter offer.**

Don't Be Emotional





Stick to a Script

“Not only do I have [all the standard requirements that everyone else has] + but I also possess [the following unique traits that make me a better candidate and worth more money].”

- Jim Hopkinson (author of *Salary Tutor*), PayScale Salary Negotiation Guide contributor

Practice. A Lot.



Time Is
Your
Trump
Card.



Want More?



PayScale's Salary Negotiation Guide



payscale.com/salary-negotiation-guide

Thank You!

Don't be a stranger.

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