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!

![Chart showing reasons why millennials don't negotiate their salary](chart.png)

- I got a raise before I needed to ask for one (36%)
- I'm uncomfortable negotiating salary (9%)
- I don't want to be perceived as pushy (20%)
- I'm worried about losing my job (23%)
- I've always been happy with my salary (40%)
1. What you are worth
2. What they are willing to pay you
Use 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.

aubreyb@payscale.com

Twitter: @aubreybach