

What's My Worth?

Evaluating Job Offers and **NEGOTIATING YOUR SALARY**

How to Evaluate a Job Offer

A job's value is based on more than just a salary. Benefits matter, too. Consider the whole package before negotiating. What benefits matter most to **you**?

Typical Benefits

- Health/Dental/Vision/Life Insurance
- Paid Sick/Vacation/Holiday Time

More Comprehensive Benefits

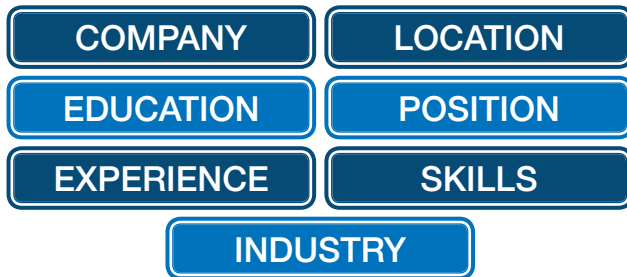
- Sign-on Bonus
- Relocation Expenses
- Salary Progression
- Retirement
- Profit Sharing/Stock Options
- Tuition Reimbursement
- Overtime
- Commuting/Parking Reimbursement
- Employee Perks
- Flexible Hours
- Telecommuting
- Technology
- Professional Development

STEP
1

How to Negotiate Your Salary

Do your research

Salary Negotiations & Considerations



Find the salary range for the position

salary.com | payscale.com | glassdoor.com
bls.gov | mint.com | NACEweb.org

Research the company

Create a budget to understand your needs and identify a target salary. Not sure where to start? Visit cacareerzone.org/budget/ for help.

BUDGET

Housing	\$
Groceries	\$
Car	\$
Insurance	\$
Utilities	\$
Cable/Internet	\$
Cell phone	\$
Student loans	\$
Savings	\$
Entertainment	\$
Travel	\$
Other	\$
TOTAL	\$

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STEP
2

Let the employer make the first offer



STEP
3

Review the offer

Ask yourself

- Are you completely entry-level?
- Is the job in a field that doesn't allow for negotiation?
- Is the offer reasonable?

If you answered yes to any or all of these questions, then it's okay to accept the first offer.

STEP
4

Prepare a counter offer

- Aim for a realistic target salary.
- Be explicit in your request.
- Consider nonmonetary benefits.
- Know your bottom line and be prepared to say no.
- Use your research and know your worth. Bring concrete reasons why you deserve a higher salary:

What special skills will you bring to the position?

What experiences have prepared you?

What does your research show is typical for someone in this role?

REMEMBER

YOU are your biggest advocate

- Be prepared with your research.
- Be persuasive, but flexible.
- Be confident, but not pushy.
- Aim high, but be reasonable.
- Understand the difference between “Here’s my offer...” and “Here’s my final offer...”
- Helpful phrase: “My research tells me that someone with my skills, education, and qualifications doing this job earns between ____ and ____ with a median salary of _____. What’s your offer?”

How will you contribute to the organization's profitability?

What nonmonetary benefits would you consider negotiating?