

# Keys for Successful Salary Negotiations

What you are worth in the job market and what you want can be two very different things. First, understand that jobs are graded and each grade has a pay minimum/midpoint/maximum. To allow for growth in a position, it is better to bring someone in between the minimum and mid-point of the grade. Even with yearly adjustments, if you bring someone in too close to the maximum level, you are going to salary issues within two to three years. HR managers will keep this in mind while preparing an offer. Sometimes there is room for negotiations and sometimes not.

When you are thinking about what salary you want, consider:

- 1. Is this a career change?** If you are moving into a totally new field, your experience is not relevant. Therefore, you must consider the industry and what you are bringing to the table.
- 2. Are you currently out of work?** If you are, you must come to terms with the marketplace and your ego. Is the job going to pay enough to meet the criteria of what you think you are worth? Going into a new job with any negative attitudes is not going to help you.
- 3. Do you want a lifestyle change?** How much are you willing to give up for a less stressful environment or more time off?
- 4. Are you expecting a big salary increase?** Today, job moves may offer an increase of 3-10%. Gone are the days when you didn't make a move for less than 15%.
- 5. Will you be getting something extra?** Will an employer be paying for your education, giving you a gym membership or other perks?

Only you know how much you need and want to make. Taking less for changes in lifestyles etc. are becoming more common. When you are looking at a salary, you must weigh everything vs. what you want.