



Quick Negotiating Tip

by Joanne Meehl

When in salary negotiations, try to delay talking any salary figures until well after you have proven your value by giving examples of your accomplishments.

When you are asked "What are your salary requirements?", you can say "I realize salary is important, and I'd be happy to talk about that after I've shown you what I can bring to this organization, and when I know more about the job." Then provide additional examples of how you have been a benefit to your employer "and that I can bring these benefits to you". Someone who's a benefit to their company is someone who can provide one or more of the "Magic 3" in value: 1) saves or makes the company money, 2) saves or makes time, and/or 3) solves problems.

By talking about how you can do one of more of the Magic 3, you are showing that you are worth the salary you recently received and the salary you want in your next job.

However, if you mention a number early on, you have done so before giving the hiring manager any reason to think you're worth it -- and you've given away a lot of your leverage.

An excellent guidebook on how to negotiate salary is *Negotiating Your Salary: How to Make \$1,000 a Minute*, by Jack Chapman. No other guide comes close to this one.