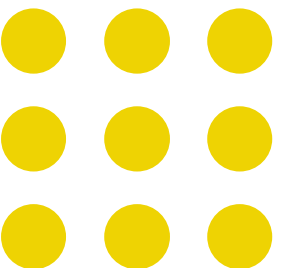


3 SECRETS TO NEGOTIATING YOUR SALARY

Christy Noel | Your Personal Career Coach

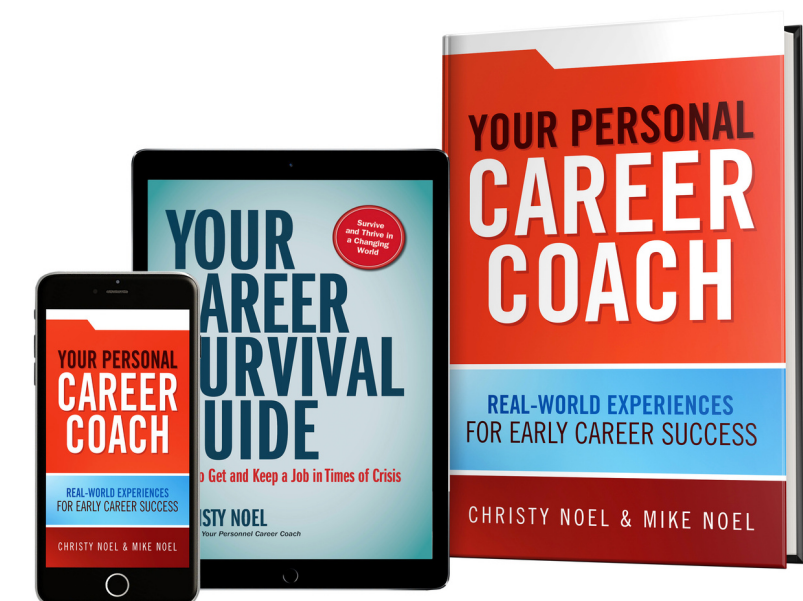
AGENDA

- Important Stats to Start Us Off
- Why Negotiating Your Salary is Critical
- 3 Secrets to Negotiating Your Salary
- Dos and Don'ts of Strategic Salary Negotiation
- Bonus: Responses to Common Salary Situations

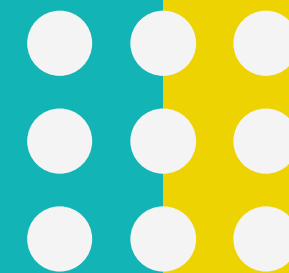


Christy Noel

- Career strategist
- Marketing executive
- SVP of Marketing for MobileCause
- Nonprofit fundraising strategist
- IRONMAN triathlete
- Rescue Dog foster mom
- Author of:
 - "Your Personal Career Coach: Real-World Experiences for Early Career Success"
 - "Your Career Survival Guide: How to Get and Keep a Job in Times of Crisis"



MY FIRST JOB OFFER



SIX STATISTICS THAT WILL CHANGE THE WAY YOU APPROACH SALARY NEGOTIATIONS

3 in 5

PEOPLE ACCEPT A JOB OFFER WITHOUT
NEGOTIATING THE SALARY

WOMEN NEGOTIATE
EVEN LESS:

SALARY NEGOTIATION IS ALSO RARE IN
YOUNG PROFESSIONALS:

66%

OF WOMEN REPORTED THEY
DID NOT NEGOTIATE THEIR
SALARY VS. 54% OF MEN

55%

OF WORKERS 18-34 DID
NOT NEGOTIATE SALARY

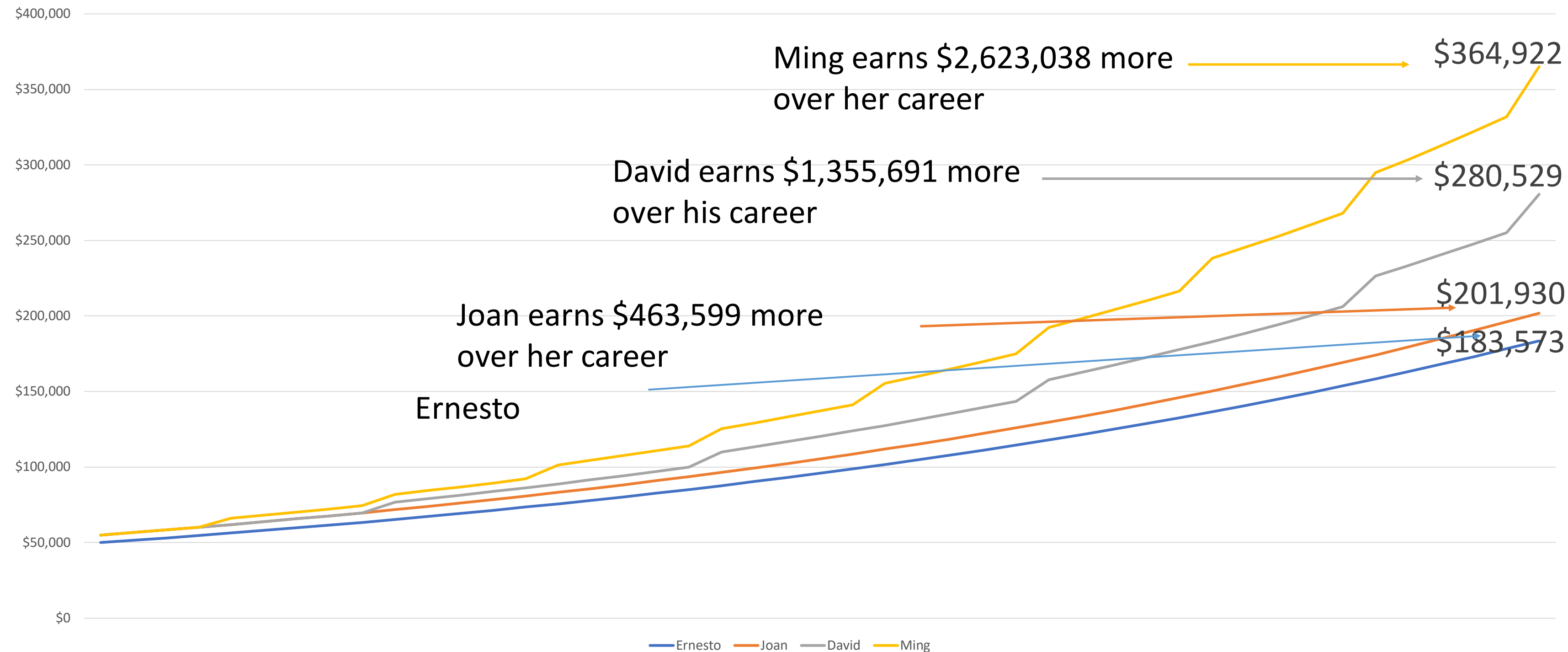
37%

OF MILLENNIALS HAVE
EVER ASKED FOR A RAISE

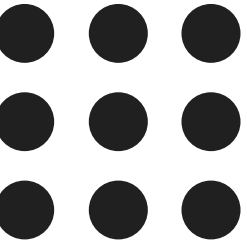
SOURCES:

ROBERT HALF STAFFING FIRM SURVEY OF 2,700 WORKERS (FEBRUARY 2018)
"SURPRISE! MILLENNIALS AREN'T ASKING FOR RAISES (BUT SHOULD BE)," Payscale, 2017

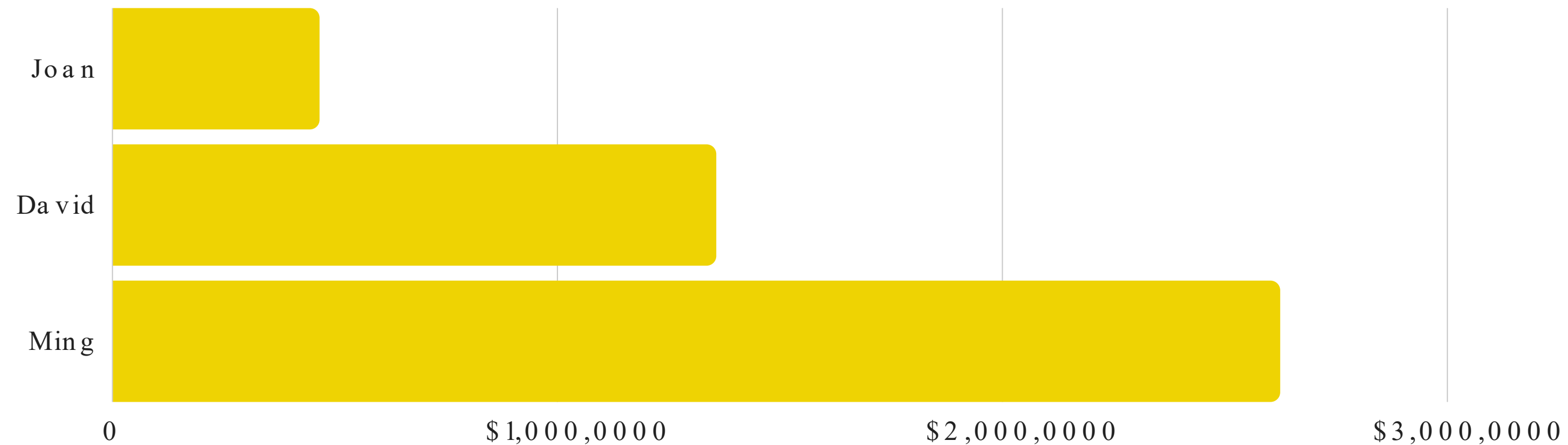
Career Salary Growth



WHY NEGOTIATING YOUR SALARY IS CRITICAL



AUTOMATICALLY SAYING YES TO THE FIRST SALARY OFFER
CAN BE A COSTLY MISTAKE OVER THE COURSE OF YOUR
CAREER.





SECRET # 1

JOB OFFERS ARE NOT RESCINDED OVER COMPENSATION

EMPLOYERS HAVE INVESTED TIME AND ENERGY IN RECRUITING
AND INTERVIEWING.



THEY OFFERED YOU THE POSITION? THEY WANT YOU.



THEY WANT YOU TO ACCEPT.



THEY DON'T WANT TO START THE PROCESS OVER
BECAUSE OF A SALARY DISCREPANCY.



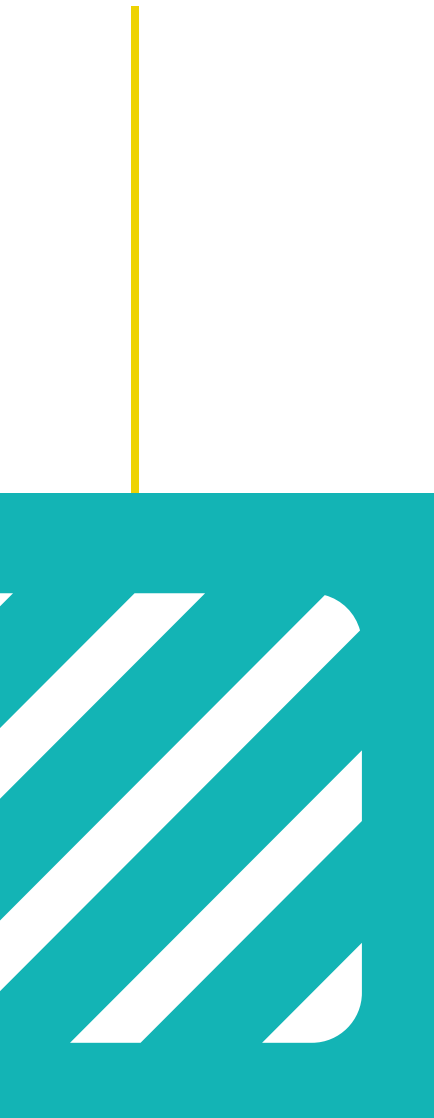
THEY WILL WORK WITH YOU.



SECRET # 2 :

EMPLOYERS EXPECT YOU TO NEGOTIATE

- THE FIRST OFFER ISN'T THEIR BEST OFFER
- THEY EXPECT YOU TO NEGOTIATE
- BUT FIRST, YOU MUST KNOW (AND BELIEVE) YOUR WORTH

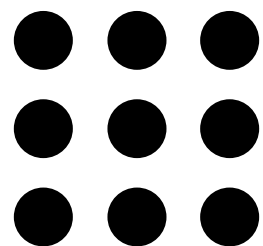


KNOW WHAT COMPARABLE POSITIONS NEAR YOU ARE BEING PAID

- Research similar positions in your area
- Ask fellow students and colleagues
- Understand laws within your geographic area
 - Several states have banned employers asking for your previous salary information
 - In California, employers are required to provide pay scale information if an applicant asks

TOOLS TO CALCULATE SALARY

- 1 Payscale
- 2 Indeed
- 3 The Salary Project
- 4 Glassdoor
- 5 Salary.com
- 6 LinkedIn Salary



SECRET # 3 :

EVERYTHING IS NEGOTIABLE

- ✓ COMPENSATION ISN'T ONLY ABOUT SALARY
- ✓ COMPENSATION INCLUDES THE ENTIRE BENEFITS PACKAGE
- ✓ ASK FOR OTHER THINGS IF THEY CAN'T MEET YOUR SALARY REQUEST
 - ✓ BE SPECIFIC AND ASK FOR WHAT YOU WANT

REQUEST A WRITTEN OFFER TO PROPERLY EVALUATE
EVERYTHING INCLUDED

Consider the value of bonuses, health insurance, 401k, PTO, location,
career development, perks, travel

DO'S AND DON'TS:

STRATEGIC SALARY NEGOTIATION

DON'TS

- Don't waste time if you are not sure of the salary
- Don't put your requested salary number in an application
- Don't provide your current salary or salary request during interviews
- Don't immediately accept the offer even if the salary is more than you anticipated
- Don't let an email or phone call be the only formal offer you receive
- Don't begin your negotiation without being prepared and practiced

DO'S

- Do clarify the salary range up front, especially if there is a minimum you need
- Do input 000 if the desired salary is a required field on the job application
- Do ask them to provide the salary range of the position
- Do ask for 5-10% even if the first offer is higher than you expected
- Do request a written job offer that outlines all employment benefits
- Do be confident in your presentation and your worth



BONUS

RESPONSES TO COMMON SALARY SITUATIONS

YOUR SALARY REQUIREMENTS:

“I WILL FEEL MORE COMFORTABLE ANSWERING THAT QUESTION WHEN I HAVE A BETTER UNDERSTANDING OF THE SCOPE AND RESPONSIBILITIES OF THE POSITION. UNTIL THEN, CAN YOU PLEASE SHARE WITH ME THE SALARY RANGE THAT IS BUDGETED FOR THE POSITION SO WE CAN BOTH KNOW UPFRONT IF IT COULD BE A FIT?”

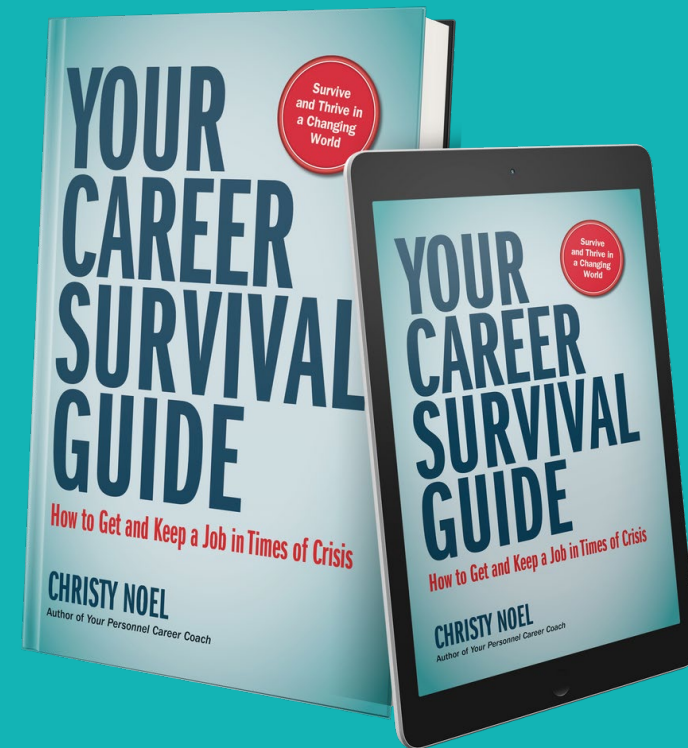
COUNTERING A JOB OFFER:

“THANK YOU SO MUCH FOR OFFERING ME THE POSITION. I AM VERY EXCITED TO BE A PART OF [COMPANY NAME] BECAUSE [WHY YOU TRULY ARE EXCITED]. BASED UPON THE [INFO THAT BACKS IT UP - SPECIFIC SKILLS NEEDED, RESPONSIBILITIES REQUIRED, FAIR MARKET VALUE, ETC], I BELIEVE I SHOULD RECEIVE AN ANNUAL SALARY OF [\$XX], IS THIS SOMETHING YOU ARE WILLING TO DISCUSS?”

CHRISTY'S BOOKS

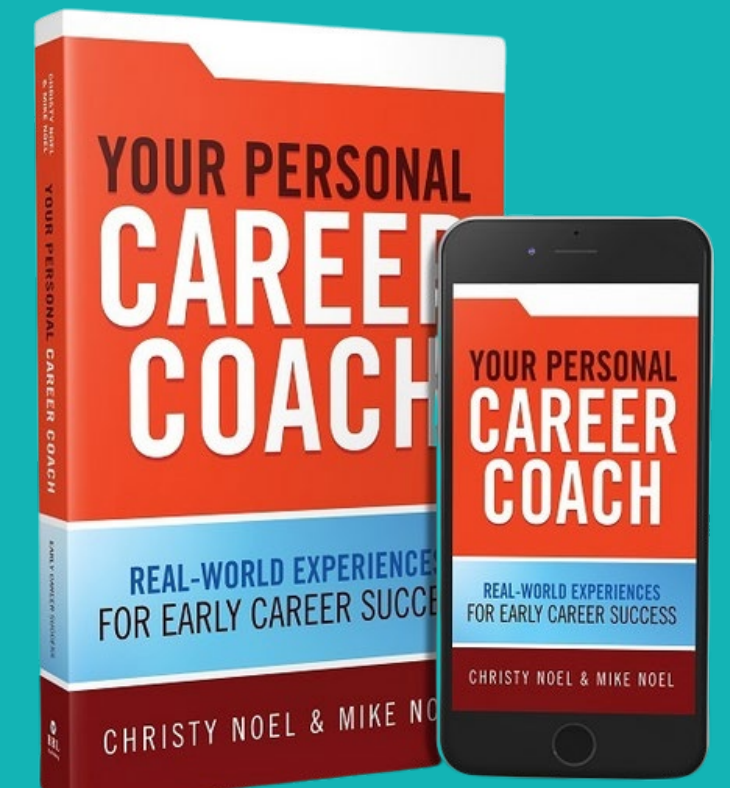
JOB SEARCHING?

WRITTEN FOR
JOB SEEKING IN
TOUGH JOB
MARKETS, LIKE
THE ONE YOU
ARE IN.

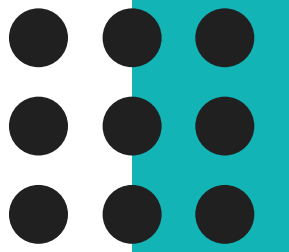


LOOKING TO
ADVANCE YOUR
CAREER?

FROM INTERVIEWING
AND NETWORKING
TO MANAGING
TEAMS AND
WORKING WITH THE
BOSS, YOU'LL REFER
TO IT THROUGHOUT
YOUR CAREER.

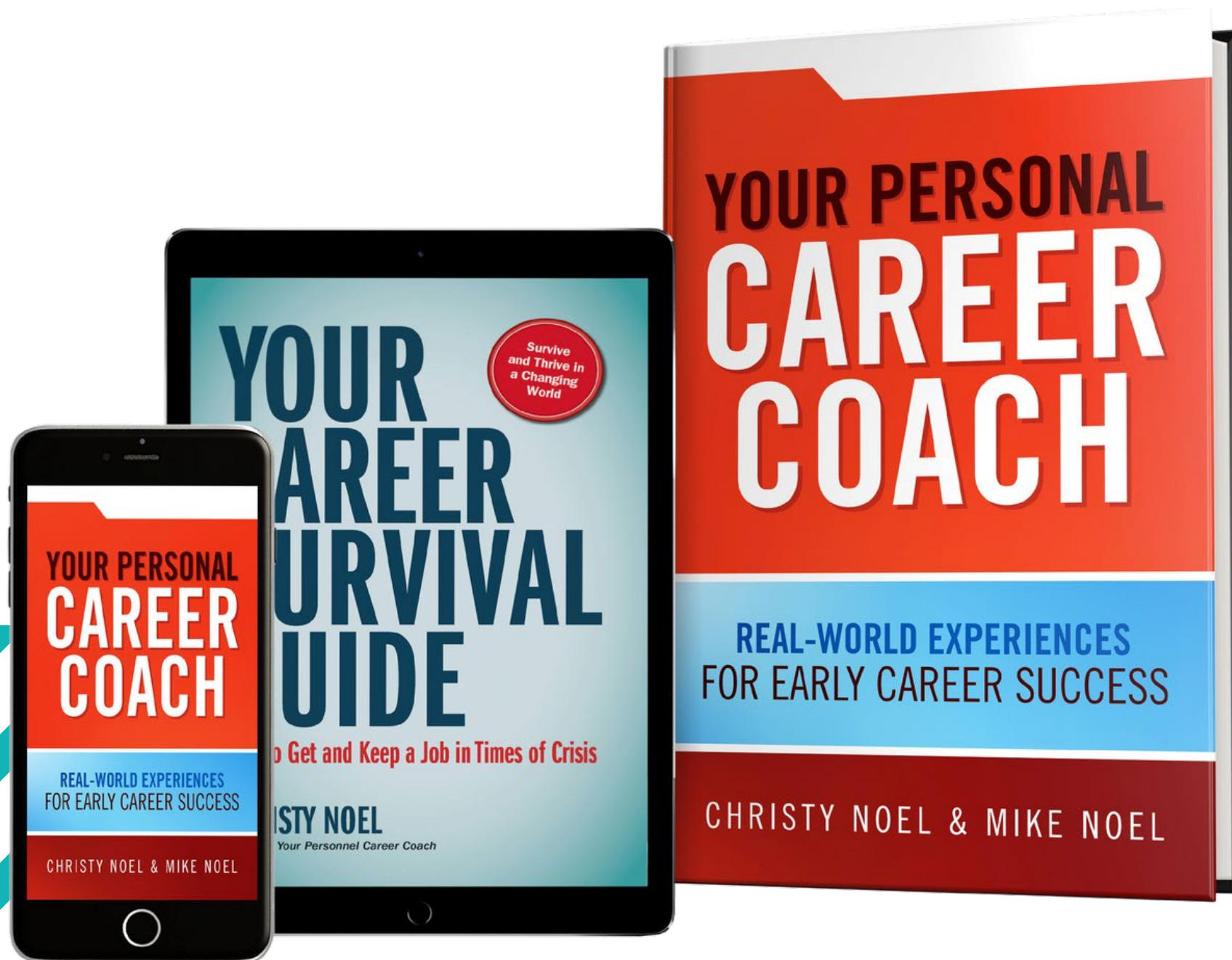


GRAD CAREER FESTIVAL BOGO SPECIAL OFFERS!

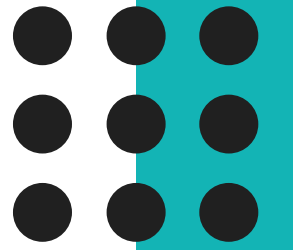


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hello@christyn Noel.com



FREE RESUME GUIDE



7 RESUME DOS AND DON'T'S THAT GET YOU NOTICED

CHRISTYNOEL.COM/RESUMEGUIDE

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christy@christynoe.com

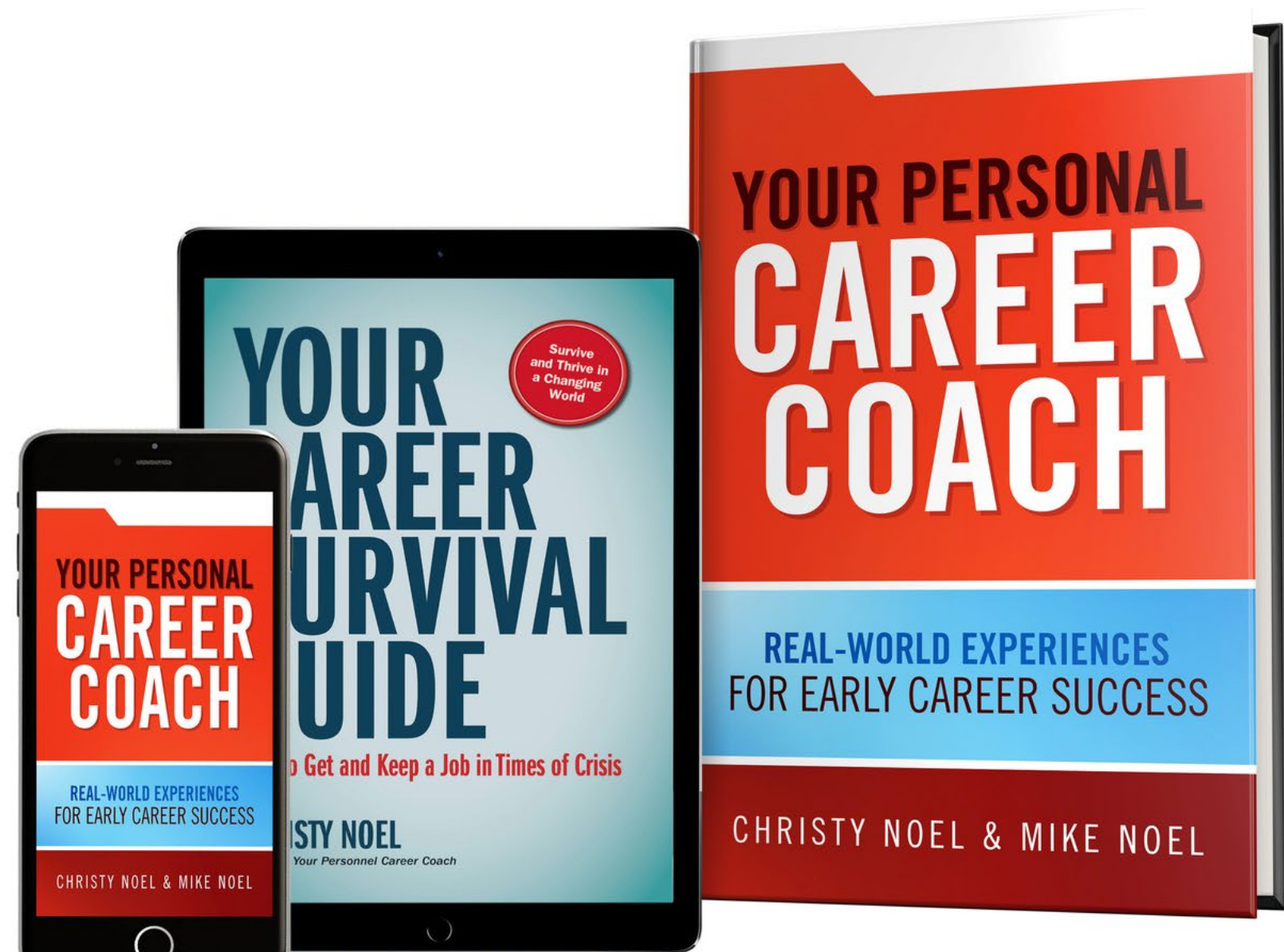
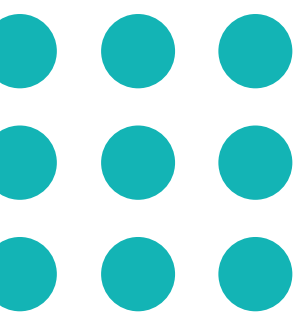
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CONTACT CHRISTY



THANK YOU!

