

Infographic

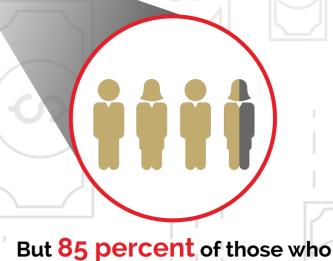
5 Tips to Negotiating **Your Best Salary**

To at least *some* extent, we all work for money. Even if you're incredibly enthusiastic about your job, you still have bills to pay and a financial future to secure.

Yet when it comes time to negotiate salary, many of us go quiet.



workers negotiated a salary increase during their last job offer.1



did negotiate their salaries ended up with better offers.2

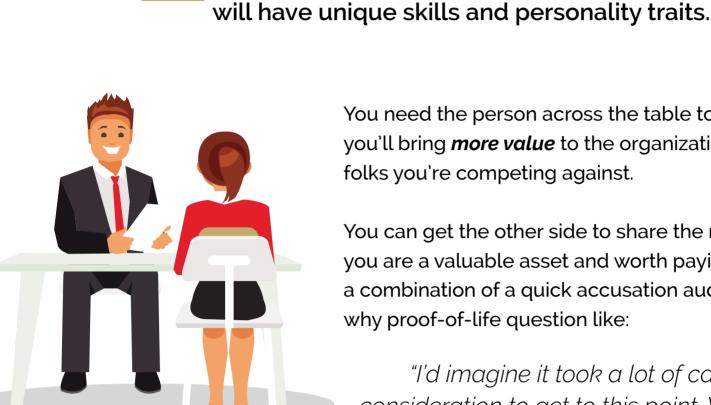
To increase the chances that your salary negotiations

will lead to more desirable outcomes, keep these five tips in mind before you sit down at the table.



FACT: Every candidate that applies to a position

Establish Value Before Putting a Price Tag on Yourself



you'll bring *more value* to the organization than the folks you're competing against. You can get the other side to share the reasons why you are a valuable asset and worth paying by using

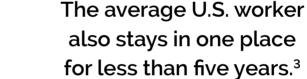
You need the person across the table to feel like

a combination of a quick accusation audit and a why proof-of-life question like: "I'd imagine it took a lot of careful consideration to get to this point. Why me?"

As always, with any proof-of-life question, your tone of voice will be critical.









easier for them to make a bigger financial commitment.

There are two key words that every negotiator should

aim to get the other side to say every time they step to

Ditch the self-centered approach and opt for an "us-centered" approach instead:

<5 years

How can I be guaranteed the opportunity to be involved in projects that are critical to the company's future?

The hiring manager will know that you're in it for the long haul, which may make it



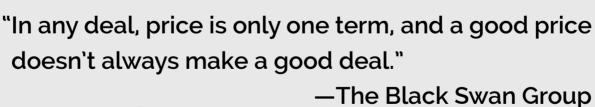
the table: That's right. When you hear a that's right, it's a sign that a mutual understanding has been reached and both parties can

a 41 percent higher salary offer!5

At that point, you can increase your salary ask and

have a higher likelihood of getting what you want.

In fact, one of our clients used this tactic and got



Be Delightfully Persistent on Non-Salary Terms



what you want if they like you.⁷

throughout the entire process.

move forward.

of vacation may be what you really want.6

to focus on money alone.

Don't be a Jerk People are **SiX times** more likely to give you

Remember that you don't necessarily have

For example: Securing an additional week

If they don't like you, do you really think they're

you an offer in the first place? The bottom line: Be pleasant and friendly

Sharpen Your Negotiation Skills

going to agree to pay you more—or even extend



at a Black Swan Live Event! If you're interested in learning more about how to become a better negotiator, you may want to check out one of our live events when we're in your neck of the woods.

For more information or to register, visit

LIVE EVENTS

In the meantime, here's to putting these skills into action and getting paid what you're actually worth!

2 https://www.jobvite.com/wp-content/uploads/2018/04/2018_Job_S 3 https://www.thebalancecareers.com/how-often-do-people-change-jobs-2060467 4 https://www.thebalancecareers.com/how-much-does-it-cost-to-hire-a-new-employee-4589165

1 https://www.cnbc.com/2018/02/08/only-39-percent-of-workers-negotiated-their-salary-at-their-last-job-offer.html

5 https://blog.blackswanltd.com/the-edge/how-to-negotiate-a-higher-salary 6 https://blog.blackswanltd.com/the-edge/2015/02/the-top-4-tips-for-negotiating-a-better-salary 7 https://blog.blackswanltd.com/the-edge/2015/02/the-top-4-tips-for-negotiating-a-better-salary