Dos and Don'ts of Salary Negotiation

How to Succeed at Salary Negotiation

Most people wouldn't put salary negotiation high on their lists of desirable activities. Even though you may prefer getting a root canal to negotiating your salary, if you want to get paid what you're worth, you better learn how to do it right. These dos and don'ts of salary negotiation can help you get the salary you deserve, whether you're entertaining a job offer or asking for a raise.

Don't Look at How Much Money Your Friends in Other Fields Are Making: You may be envious of your friends who are earning more money than you are. If they aren't working in the same field or same geographic location you shouldn't make those comparisons.

Do Research Salaries in Your Field: Come to The Center or use the Career 411 reports to see recent salary averages for your major. Also utilize websites like glassdoor and talk to others working in your field. Remember that salaries differ by geographic region.

Do Consider How Much Experience You Have: Those with more experience can hope to earn more money. Remember to talk about the amount of experience you have if it will help you negotiate a higher salary. If you don't have a lot of experience, be realistic about the salary for which you can ask.

Don't Talk About How Much Money You Need: When you are going through salary negotiations, don't tell your boss (or future boss) that you need to make more money because your bills are high, your rent is expensive, or you have student loans to pay.

Do Talk About The Salary You Deserve: When presenting your case during a salary negotiation, talk about how you will earn the salary you are requesting. Highlight what you have done, or will do, for the company. Also discuss the salaries in your field (based on your research).

Do Be Flexible: When going through a salary negotiation you aren't likely to get the exact amount of money you want. You will probably have to compromise. The trick is to figure out how much you are willing to compromise and what you will do if you aren’t offered a salary you find acceptable.