Dealing With The Salary Issue In A Job Search

1. Do not avoid discussing salary.

2. The salary negotiation starts when you first contact the company. You must communicate your value through the entire interview process.

3. If possible, avoid being the first to provide a definite salary figure.

4. Always tell the truth when providing previous salary information.

5. Proactively attempt to identify the company’s salary range for the position.

6. Determine the approximate market value of the position for which you are applying. (Salary.com)

7. Determine the approximate market value of your knowledge skills and abilities. (Payscales.com)

8. Never attempt to negotiate the compensation package until you have received a firm offer.

9. Always consider all aspects of a compensation package -- not just cash compensation.

10. It is very difficult to negotiate cash compensation which is more than 5% -- 15% above an initial offer without a change in the scope and responsibilities of the position.

11. Never accept an offer on the spot.

12. Never give the company an ultimatum.

13. Always get the final offer in writing.