

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. (Payscale.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.**