



I've offered you a job for \$50,000 a year.

You are hoping for 55, but you really don't like negotiating and in the end, what's the big difference with \$5,000 anyway?

Well, I'm about to show you.

So let's say you receive this offer when you're 25 years old and you're going to retire when you're 65. Every year you get a 5% raise so, depending on your circumstances, potentially a realistic situation.

In the end that initial \$5,000 difference over the course of your career is going to add up to over 600,000.

So it matters.

Your money matters to your life, your vacation time matters to your life, the quality of your health insurance matters to your life, so it's important that you learn how to negotiate a job offer that you feel good about and is going to add positively to your life.

It's going to build upon itself. Not just the money but also the message you're sending when you receive that job offer and you are confident enough to negotiate. You are showing your future employer that you are confident, that you believe in yourself, that you have skills to negotiate successfully which will serve you well in your job.

There are a lot of benefits to facing this challenge and learning how to do it well. The truth is most people don't. Less than half of men and only about a third of women actually negotiate their salaries. They are missing out on huge opportunities for positive situations with their jobs as well as with their lives.

What is challenging for you about negotiating and how can you shift your mindset to better serve you?

Now this lesson is going to focus almost exclusively on negotiating that initial job offer, but do keep in mind that negotiating skills cross over situations and what we talk about today will help you in other areas when you are negotiating.

When you get prepared to have this conversation- and you should absolutely prepare to have it- think of it as a conversation.

It's not you asking a favor of somebody.

This is like networking which is intended to be mutually beneficial. You have something to offer. You are an amazing employee and you are going to do wonderful things in this work. They're not giving you something that you haven't earned. You need to make your case for why you should receive that additional salary or the additional perks or whatever it is that you're negotiating. Don't think of it as them doing you a favor.



The most successful negotiations are designed to be win-win. You're not trying to get over on somebody else, especially someone you're just about to start working for. That's not the best way to set up your new relationship. You're trying to walk away from that conversation where both of you feel good about the agreement that you've reached.

You want to shoot high knowing that in negotiations, the end generally lands somewhere in the middle. They will usually start low and you start high and you work it out until you get to a place where you both feel good about it.

Do be bold with what you're asking for, but also be realistic. You have to have a good understanding of what your job pays in the area in which you're in so that you can be educated in your negotiation.

Know your line. It could be around money. It could be around vacation time. It could be around your ability to work from home. Whatever it is that you know you're not willing to negotiate, know that when you walk in.

If you have a certain salary and you say, 'I am absolutely not going to accept less than this' if they won't budge then you walk away.

If you say, 'they're offering me two weeks vacation. I will not work at a place that gives me less than three and they're not willing to budge' then you walk away.

Know where your line is. In your preparation it will be really important that you anticipate any objections they might have so if they think it's just too much or they think that some of the other staff might get jealous or they think that it's just not in the budget or whatever the case may be prepare for those. Have a good response so that you can continue to advocate for yourself.

In one of my first negotiations, I tried to increase the salary. It didn't work. I tried to increase my vacation time. It didn't work. But what I was able to do is I got hired in the summer and my next review wasn't going to be until 12 months later. I was able to negotiate a review in six months at which point I would be up for a raise.

There are lots of areas you can negotiate outside of just your salary.

Remember, it's normal. They are expecting you to negotiate even though most people don't. It's a very normal part of the process. You're not being ungrateful. You're not being disrespectful. This is a part of the job hiring process. They are expecting it.

If you do feel nervous or anxious, know that that's normal too depending on what your relationship is with money or how you grew up around what it means to ask for money.

You can have all this history and baggage with it.

It is normal if it's uncomfortable for you, but it's really beneficial to you to work through



that discomfort so you can get what you want and deserve. Really think about what's the worst that can happen?

In most cases the worst it's going to happen is they're going to say no. In some very extreme cases, they might rescind the offer and if that's the case, yes, it's unfortunate. But do you want to work for an organization that operates that way so really in almost all cases the worst is they're going to say no.

What's the best that can happen? That you get more money or more vacation or more time to work from home? You also get an initial impression that you are competent, confident, and you're willing to advocate for what you think.

Don't feel pressured to disclose your current income. A lot of places will ask you this either on the application or in your discussion. You are not obligated to disclose this information and my asterisk after this one is in an increasing number of states, it's actually illegal for them to ask you that- Massachusetts, California...

I think it's only four or five states at this point, but I'm anticipating and hoping that that wave continues.

Do not feel obligated to just close your current income. The current position's pay has nothing to do with what you made before. It should be based on the position that you're applying for.

No one is ever going to look out for you better than you, so look out for yourself.

It would be great if organizations offer you the maximum salary that they possibly could. It almost never works that way. Make sure you're looking out for yourself and do what feels good to you.

Like any of these conversations we talk about, it's a balance between pushing yourself past that discomfort and learning to do what's going to benefit you but also doing what feels good to you.

If the idea of negotiating an offer is just so debilitating for you that you're okay getting less, then that's a decision for you to make but do make it with an understanding of what the implications of that are.

So the most important question for you is what do you need to do to be more effective at negotiating your next salary offer?