



Everything is Negotiable

21 reasons why every salary is negotiable

Even in tough times, even when they say “that’s all we have budgeted for this position,” yes, even when you’re not the best qualified candidate – everything is still negotiable. For my 5 salary making rules to work, you must believe that everything is negotiable ...

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Everything is negotiable: even in tough times; even when they say “that’s all we have budgeted for this position”; even when you’re not the best qualified candidate – everything is still negotiable.

I repeat: Everything.

I emphasize: Always negotiable.

Three more thoughts along that line:

1. Even the best scientific and statistical analyses of your salary level still has a lot of guesswork and wiggle room in it. That makes it possible to negotiate.
2. The first offer you hear is [almost] never the best offer; hence: negotiable.
3. Even "take it or leave it" offers can be improved because you can always find something to add [like an extra personal day] that’s outside their “take it or leave it” box.

Let's start bolstering your negotiating power by bolstering those tenets. When that's done, I'll show you the five basic rules of salary negotiations and an in-depth look at the salary-equation gold mine! But, first you must believe that everything is negotiable.

EVERYTHING IS NEGOTIABLE

When a company wants to buy your time and effort, there's a human being involved figuring out the offer number. It isn't a cut and dried assessment, it's a rational-emotive process. In a perfectly logical world, the pay setting scenario goes like this:

1. The employer defines the job duties clearly.
2. They assign the appropriate job title.
3. They gather salary information from other companies.
4. They adjust it according to geographical cost of living and level of your experience.
5. Lastly, Mr. Spock makes you a fair and competitive offer that needs little or no negotiating.

But, there is no perfectly logical world. Things are not so neat and tidy the real world. Job titles aren't accurate. An "accountant" in one company can drive money-making business strategies, while an "accountant" elsewhere simply posts credits & debits and reconciles the checking account.

[Note to reader from Jack: What follows is presented in terms of negotiating for a new job. However, it applies equally to getting a raise. Just think of getting a raise as "being re-hired" for your job -- for that's essentially what getting a raise/performance review is]

Put yourself in the place of the Hiring Decision Maker [HDM]. You want to make an offer that will entice someone to join your team and stay. You have some financial guidelines, of course, but they're subservient to your highest needs: to successfully complete the process of hiring.

Getting the right people in place affects your business, your personal career, your peace of mind, your own salary. You want it settled so you can get back to your main work. Once you've chosen the candidate you want to hire, you're motivated to find whatever resources are needed to close the deal.

Here are some factors that affect your offer.

--Job Performance Skills -- Two candidates with the same years of experience can differ widely in their actual ability to do the job.

--Personal Rapport -- They call it "chemistry"; sometimes you click with one person more than the equally – or better -- qualified alternative.

--Urgency -- When their biz is losing money because... the line's down, the customers are waiting, their competitor's salesperson is closing deals daily, etc., and they'll cough up more money to get someone NOW.

--Politics -- Could it be that this is a pet project of the top brass, and important more because of its visibility than its profitability? In that case you might overpay this position to ensure success.

--Weariness -- When they're just plain tired of interviewing and want to get back to work, you may loosen up the salary budget.

--Supply/Demand -- You might pay above average to not just hire, but to retain candidates in high demand.

--Risk/Reward -- Big bonuses and commissions can be offered on a performance basis.

--Special Skills -- What if, besides the required skills for today, the candidate has skills you'll need tomorrow?

--"Everyone Will Want One" -- Your salary largesse can be limited by "but if I pay YOU this much, I'll have to pay everybody this much."

--Ramp-Up Speed -- The candidate that learns faster may be more valuable.

--Creativity -- the spice that improves every skill can command compensation.

--Fear of Competitors -- If you knew this [great] candidate will go to the competition if you don't make him/her an attractive offer, how would that push the salary?

--HDM's Reputation -- Maybe the hiring decision maker has been accused of not being able to "hold on" to good people and wants to correct that perception.

--The Candidate's Personal Needs (a little) -- Let's face it, you won't throw them money just because they cry poor, but sometimes there are circumstances that will tug at your heart strings enough to open your purse strings.

--Pie in the Sky -- If you are convinced the rosy ROI the candidate is painting is real, you can offer them a big slice of that financial pie.

--Wiggle Room -- no matter what the first offer is, it's only common sense that an employer is not going to start at the top! They need to leave some wiggle room somewhere -- that's how the game is played and they know it.

These are only some of the factors that prospective employers experience dealing with determining salary. Knowing the all too human factors exist, let's see what you can do to make that work in your favor.

Now that you understand there's always room to negotiate, let's learn the BASICS: how five simple salary making rules should guide your negotiation.

Question: do you think you'll ever have occasion to negotiate a salary, an hourly rate, or other compensation in your life?

You must answer “Yes”! So, you must take the TUTORIAL back on my website.

www.SalaryNegotiations.com/5steps.htm

It will take 10-15 minutes to complete and it will pay you thousands of dollars in your negotiations whether you're smack dab in the middle of negotiations right now, or, on the other hand, your next salary review isn't for 12 months from now. Learn the 5 rules.

SALARY MAKING RULES:

- 1) Postpone salary-talk until there's an offer.
- 2) Let the other person name a figure first [unless...]
- 3) Repeat their offer and be quiet.
- 4) Share your researched range and establish your individual value.
- 5) Clinch the deal and deal some more.

“See” you back on the website!

Salarynegotiations.com: the most comprehensive source of salary negotiation information on the entire web.

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