

# Ignite Your Career:

## Current Salary information & Negotiation Techniques

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### KEYS TO SALARY NEGOTIATION

- Never attempt to negotiate salary until AFTER you have been offered a job
- Prepare for the interview on how much income you need to meet budgeted expenses
- Employers do not usually tell you the most they are willing to pay
- Conduct salary research on similar positions before you go into the interview
- Always negotiate from a position of strength

### KNOW YOUR VALUE

#### Be Prepared to Articulate:

- Professional accomplishments (awards, recognitions, etc.)
- Measurable positive results from your work
- Contributions to a significant project or outcome
- Skill areas where you particularly excel
- Previous work successes

### KNOW YOUR TARGET SALARY & BENEFITS

#### Benchmarking Salary and Benefits

- Create a realistic budget (50/20/30 Rule)
- Research and identify comparable job titles and salaries
- Identify the salary range and establish a target salary
- Identify your own target salary range
- Determine your “walk-away” point
- Determine the value of the benefits
- **50% Essential Expenses/ 20% Savings & Debt/ 30% Personal Choices**

### UP FOR NEGOTIATION

- Educational Expenses
- Car/Gas Allowance
- Professional Memberships
- Relocation Expenses
- LCSW Supervision
- CEU Opportunities/ Professional Development
- Licensure Examination Reimbursement
- Job Title, Promotion Possibilities, Decision Making Authority
- Bonuses/Stock Options/Deferred Compensation
- Vacation