

 

Find Objective Data and accurately research your marketplace value. You own documented accomplishments.



[Salary.com](https://www.salary.com/) gives you an approximate salary range. Find your location and best-fit job description. Identify your minimum, target, and bolstering range. Note that total compensation includes benefits.

It’s important to prepare beforehand and have a strategy. Below are important tips to craft an effective salary negotiation:

* Start negotiating your salary AFTER you get the job offer.
* Avoid being the first to mention salary or name a number. Do not make an ultimatum offer.
* Keep the negotiation objective, not personal. Do not make comparisons with others.
* Secure the offer in writing so you have a record of the interaction.
* Consider the value of benefits or benefit packages and weigh that into the overall offer.



# Below are some great salary negotiation resources:

* [Salary.com](https://www.salary.com/)
* [Paycheckcity.com](https://www.paycheckcity.com/)
* [Careercontessa.com](https://careercontessa.com/)
* [ISU.edu/career](https://isu.edu/career/)

Make and use notes in practice, as well as real negotiations. For best negotiation results, prepare and do your research in advance. Practice interview questions and salary negotiation.





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