

# HOW AND WHEN TO NEGOTIATE YOUR SALARY

Most people have been brought up to not talk about money and to respect their employer, therefore we dread the times when we need to negotiate a higher salary. Asking for a pay rise can be a relatively easy task and need not be daunting – however we do advise caution in times of austerity or when your company is clearly struggling.

Here we offer our best advice and tips on how to make the whole process easier and ensure you are not taken for granted.

- 1. Do your research.** It's no use asking for a pay rise, if you are not fully aware of your value or market rate. Check on line job adverts and salary surveys to know your worth. This way when you do ask for a pay rise you are able to show evidence of what other businesses are paying, and you are armed with the full information – you'll not be sold down the river for an extra few pounds, dollar, dirham, riyal.....
- 2. Have an ideal and a minimum level.** You need to managing your own expectations. If you enjoy your job and love the company you work for, then you don't want to be disappointed if the offer that comes back isn't your top line. Having a minimum level also ensures that have a minimum expectation level that you shouldn't agree below.
- 3. Know your selling points & potential.** Think about it this way, the only reason an employer would be happy paying you more is because you have highlighted your good points and emphasized how you are to deliver more in the future. You're not going to get the pay rise you deserve by just pleading. Add points about your future plans for the position and how they will assist the growth of the company, get them to really see your future value.
- 4. Think about non-financial options.** If your employer can't uplift your salary, think of your compensation as a whole. Depending on your company and line of work, you might also try to see if you could increase your benefits package, expand your vacation days, or gain flexibility. You employer will view these as relatively free – but to you they can be invaluable.
- 5. Choose your timing & environment.** Do not just surprise your manager with the pay rise request whilst at the coffee machine. Booking a specific time and place, ensures that they have an interval to prepare and know what's coming. This is just as important as your preparation and will make the whole experience less stressful for both of you.
- 6. Don't get aggressive or threatening.** During the negotiation meeting, do not make it personal or about you personally and what you can't have unless you get the salary rise. Keep it professional. Never threaten to leave over it (even if this is what you are thinking) very few human beings respond to threats. Its better to professionally ask your manager to go away and consider your request – giving everyone breathing space.
- 7. If you get a no, be prepared for a knock back.** No does not mean no forever. Ask when this can be revisited or what you need to do in the meantime to show them that you are worth it.

If you can't get an agreement for the future - then maybe it is actually the time to pack up and find a new role where you are valued. Contact us at **Cameron Cole** to discuss your options.

