Negotiation Process

1. Know what you want
   - $xx Salary
   - Stock options
   - xx Vacation days
   - Bonuses

2. Do your research
   - This position usually pays...
   - This company is still growing...
   - Never reveal your current salary.
   - If you must, tell them your expected salary.

3. How much do you currently make?

4. Get it in writing
   - Receive offer.

5. Compare job offer to:
   - What you want
   - Your research

6. Create a request
   - Please increase by X% because of my skills...

7. Wait for counteroffer

8. Reach agreement

Remember:
- Always be polite & professional
- Don’t lose your temper

Alternative Benefits
- Better job title
- Increased signing bonus
- Earlier review
- More vacation time
- Education allowance
- Working from home
- Covered travel expenses
- Don’t mention serious job offers that are offering more benefits.

DOs and DON'Ts

DO
- Negotiate benefits like vacation time, stock options, etc.
- Be firm in what you say.
- Work with the recruiter to reach a mutually beneficial outcome.
- Be adventurous.

DON'T
- Just try to negotiate the salary.
- Talk about your professional accomplishments and average salaries as reasons why you deserve a higher salary.
- Bring up personal reasons.
- Go back on your word.
- Be adversarial.
- Fabricate job offers to seem more desirable.
- *Terms and conditions apply