

# 10 Tips to Use When Negotiating A

# NEW SALARY

You've applied for a new position, you've nailed your interview and now they want to discuss compensation. Now what? Negotiating salary with a new employer can be intimidating. Use these 10 tips to help you along the way.

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## DO YOUR RESEARCH

- Use the NATA Salary Survey and other resources from professional organizations to research the average salary in your specific geographic area.
- Know your bottom line.

2



## KNOW WHO YOU ARE NEGOTIATING WITH AND WHAT MATTERS TO THEM

- Are they in human resources? Are they the hiring manager?
- Tailor your approach based on the person.

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## IT'S IMPORTANT TO BE LIKEABLE

- People will go to bat for someone they like.

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## LOOK AT THE BIG PICTURE - MORE THAN JUST SALARY

- Be sure to consider other benefits, such as CEU funding, opportunity for advancement, additional paid time off, work-life balance, etc.

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## SELL THE VALUE YOU OFFER TO THE ORGANIZATION

- Know your return on investment.
- They have to believe you are worth it.

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## JUSTIFY YOUR REQUEST/NEED

- They need to be able to internally justify your salary request.
- Bring data and your rationale.

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## STAY AWAY FROM "I" STATEMENTS

- You need to be sure there is something in it for the organization.

8



## NEGOTIATE ALL ISSUES SIMULTANEOUSLY

- Honestly disclose full-package needs at the onset.
- Prioritize what is most important to you if full package is not possible.

9



## UNDERSTAND THEIR CONSTRAINTS AND BE FLEXIBLE ON HOW THEY CAN "PAY" YOU

- Figure out where they are flexible and where they are not.
- Give them options/more ways they can "pay" you (i.e., paid time off, CEU funding, bonus, etc.).

10



## ASSURE THEM THEY CAN GET YOU

- If they meet your requests/needs, you need to assure them you will accept the position.

**Sources:** Harvard Business Review, NATA Business of Athletic Training Authors Kathy Dieringer, EdD, LAT, ATC, Lisa Kluchurosky, MED, ATC, and Linda Mazzoli, MS, LAT, ATC

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