**Video Title:** How to Negotiate Salary Offer for New Job—Six Salary Negotiation Techniques

**Video URL:** <https://www.youtube.com/watch?v=6EC6yk9_xok>

**Run Time:** **6:58**

**Source:** Professor Heather Austin/YouTube

**Close Caption Available:** Yes

Description: This video describes one of the many situations suitable for negotiation, negotiating a starting salary, as presented briefly on page 5. The presenter Heather Austin emphasizes that salary negotiations should not take place until the job candidate has received a job offer. Tip number one is to “Know Your Number,” referring to a salary somewhere between the minimum you will accept and an ideal starting salary for you. To identify this number, it is helpful to consult websites such Glassdoor and Indeed, and also ask people in your network what would be the right compensation for the position in question.

Tip number two is to “List your Worth,” referring to the idea that you should develop a list of accomplishments with your present and past employers that suggest how much you are worth. Among these accomplishments would be money saved for the company, revenues generated, quality improvements, and business process improvements. Tip number three is “Let them Make the Offer First,” indicating that you should not divulge the salary you are seeking until they have given you a specific offer. Tip number four is “Have Courage,” by asking for more than the initial offer. Do not feel presumptuous by asking for more money. If you pause briefly after the offer is made, the company official might fill the silence with a better offer.

Tip number five is to “Get Creative” by asking for more in the way of additional forms of compensation, such as more vacation time or health insurance. Tip number six is “Role Play,” by rehearsing the salary negotiation with a friend or colleague. Spend some time practicing responses to the difficult question of being asked what salary you want before you are made an offer.

*Questions for Thought and Discussion*

1. What point is raised in the video that is also emphasized in the suggestions for negotiating a starting salary mentioned on page 5 of the textbook?

2. Austin suggests that you ask people in your network with jobs similar to the one you hope to attain how much they are being paid. What is your reaction to this advice?

3. The video suggests that you have the courage to ask for more than the initial salary offer. How far should you push your courage?

4. How far should you push being evasive about the starting salary you had in mind?

5. What is your evaluation of the presentation skills of Heather Austin?