



Welcome To From Desperation To Deal

**Learn negotiation techniques to get
all you deserve**



Special Drawing

3x5 Card *(Please Print)*

Name

NL

Address, Zip Code

C

CAP

Phone #

Link

Email –(Capital letters Please)

Agenda

- **Role Play**
- **Learn the Five Negotiating Rules and how to apply them**
- **Wrap Up Questions**

Role Play

- **Pick a partner**
- **One will be the employer**
- **One will be the applicant**
- **Role play the second interview**

Best Outcome

- **Your hired and have a firm offer**
- **You have \$64,000 a year or more**
- **You have some time to think about it !**

5 Negotiating Rules

- **Rule 1**
 - Discuss salary only when the offer is made.
- **Rule 2**
 - They go first.
- **Rule 3**
 - Repeat top figure, hold your tongue & wait !
- **Rule 4**
 - Researched response pays off.
- **Rule 5**
 - Clinch the deal and deal some more.

Rule 1: Only Talk About Salary When Offer Is Made

Three reasons why you are asked about salary requirements

Three reasons why you are asked about salary

- **Do you fit within their budget**
- **Are you a top performer**
- **Do you know your market value and are you willing to take less**

How To Postpone The Salary Talk

Some Examples:

- “I'd be glad to tell you. What, roughly, is the range we are talking about?”
- “Salary shouldn't be a problem.”
- “Well, I'm probably not the cheapest, but I'm sure that you pay a fair salary, don't you?”
- “Oh, are you making me an offer?”

Understand the Concept of Budget Bending

- **Budget**
- **Fudgit**
- **Judgit**

Rule 2: Never Go First

Goldilocks Taste Test:

- Bid too **HIGH** (hot)
 - Lose job and dignity
- Bid too **LOW** (cold)
 - Lose job
 - Win job for 5,000 to 10,000 less
- Bid just **RIGHT**
 - Win job
 - Losses \$????

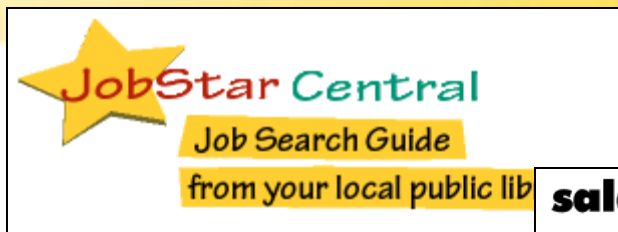


Rule 3: Repeat Top Figure & Hold Your Tongue

- **The power of silence**
 - Listen, be quiet & think
 - Compare, contrast, evaluate then respond
- **What do you respond with? THE TRUTH**
 - Sounds great
 - Sounds acceptable
 - Sounds disappointing

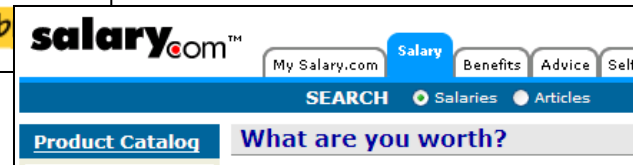


Rule 4: Your Researched Response



- **Web Sites**

- jobstar.org
- Salary.com
- Glassdoor.com
- The Wall Street Journal's site
 - www.careerjournal.com



- **Commercial Research Services**

- 773-4SALARY
- PinPoint Salary Services



Rule 5: Clinch The Deal And Deal Some More!

- **Talk about the perks**
 - Benefits
 - Matching 401 K
 - Insurance, when it starts
 - Merit review time
 - Relocation expenses
 - Vacation
- **GET IT ALL IN WRITING!**



Let's Summarize The Five Rules

- **Postpone salary talk until after the offer is made**
- **They go first – 30 seconds or till silence is broken**
- **Give them your researched response**
- **Accept the offer, not the job – then deal some more**

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