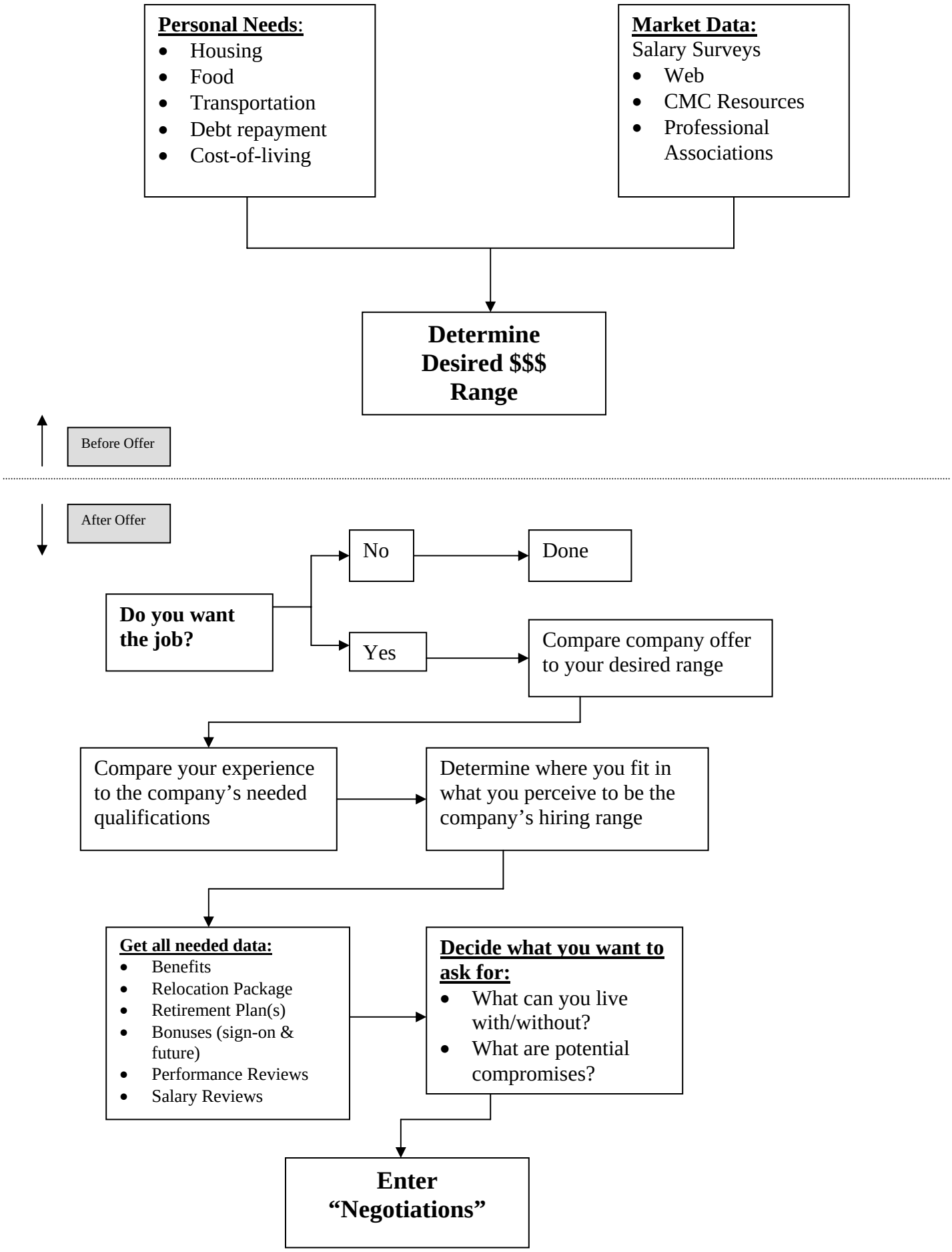
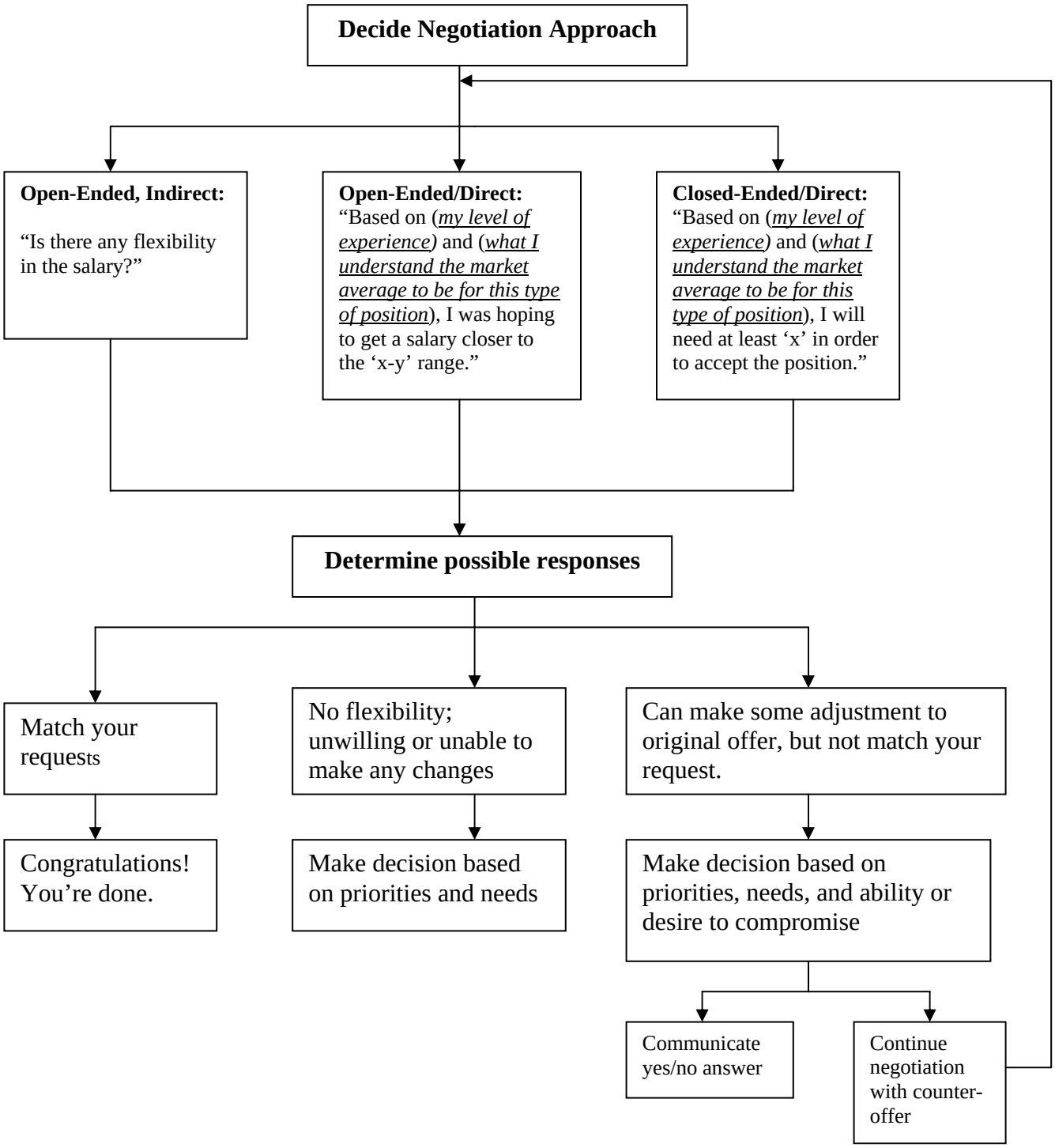
SALARY NEGOTIATION FLOWCHART




Decide Negotiation Approach
Open-Ended, Indirect:
"Is there any flexibility in the salary?"
Open-Ended/Direct:
"Based on (my level of experience) and (what I understand the market average to be for this type of position), I was hoping to get a salary closer to the 'x-y' range."
Closed-Ended/Direct:
"Based on (my level of experience) and (what I understand the market average to be for this type of position), I will need at least 'x' in order to accept the position."
Determine possible responses
Match your requests
No flexibility; unwilling or unable to make any changes
Can make some adjustment to original offer, but not match your request.
Congratulations! You're done.
Make decision based on priorities and needs
Make decision based on priorities, needs, and ability or desire to compromise
Communicate yes/no answer
Continue negotiation with counter-offer