JOB OFFERS AND SALARY NEGOTIATION

How to know your worth and negotiate like a boss!
"The pay gap is one of the most persistent — yet measurable and, therefore, solvable — indicators of systemic sexism and racism in the United States. While on average, women in the United States are paid 82 cents for every dollar paid to men, Black women earn just 62 cents on the dollar."

- TIME’S UP Foundation
DO YOUR RESEARCH

How do I figure out the going rate for a role that I'm applying to?

Salary research can give you a better idea of just the right number to shoot for, and of what increases you can expect as you advance in your career. The best salary research websites will help you do your homework in any field.

- Glassdoor
- Salary.com
- PayScale
- SalaryList
- Salary Expert
- Bureau of Labor Statistics
SALARY VARIABLES

What goes into the expected salary (or market value) for a job?

You should be researching salary for the types of roles you're applying to throughout the job search process. Here are some of the variables that go into the salary you may be offered.

- Location (cost of living + average commute)
- Title/Responsibilities
- Required Education
- Size of Employer
- Typical Workload
- Supply and Demand for Job Skills
- Required Experience
If I'm asked what my desired salary is during the application process or during an interview, how do I answer?

IN THE APPLICATION...

The best way to answer desired salary or salary expectations on a job application is to leave the field blank or write ‘Negotiable’ rather than providing a number. If the application won't accept non-numerical text, then enter “999,” or “000”.

DURING THE INTERVIEW...

Bounce the question back at the interviewer: "I was actually going to ask you this question. Is there an established salary range for this role?" If pushed, you can always say, "I'd like to learn more about the role before I feel comfortable giving a number."
WHY DO I NEED TO DO PREPARE TO NEGOTIATE?

A survey by Salary.com revealed that only 37% of people always negotiate their salaries—while an astonishing 18% never do. Even worse, 44% of respondents claim to have never brought up the subject of a raise during their performance reviews.

The biggest reason for not asking for more? Fear.
A famous study done by Linda Babcock for her book *Women Don’t Ask* revealed that only about 7% of women attempted to negotiate their first salary, while 57% of men did.

Of those people who negotiated, they were able to increase their salary by over 7%.
OK, I got the offer and I know what I think I should be paid and why. Now what?

You have the greatest negotiating power during that short window of time between being offered a job and formally agreeing to take it.

The next slide features a sample script!
"I'm very excited about the position and know that I'd be the right fit for the team.

I'm also excited about your offer, and knowing that I'll bring a lot of value to the table based on my experience that we discussed during the interviews, I'm wondering if we can explore a slightly higher starting salary of $60,000.

My market research showed that as the industry average for this area, and I'm confident that you'll be very happy with how much I can contribute to the team and department."
Sometimes an employer will not have financial wiggle-room on their offer. This does NOT mean the negotiation is over. Here are just some other things you can negotiate for!

- Remote Work Flexibility
- Bonuses
- Paid Time-Off
- Training/Certification
- Cost of Commute Reimbursement
- Tuition Reimbursement
The DePaul Career Center recently created a library of 50+ handouts and 14 two-minute videos focused on every career readiness topic, ranging from resume basics to exploration to building your brand!

Check it out here: go.depaul.edu/careerlibrary
CAREER TOOLKIT

These 45 minute workshops offer tactical advice for every stage of your career journey! Anyone who RSVPs on Handshake will get a recording of the session with supplemental materials!

Career Toolkit: JOB AND INTERNSHIP SEARCH 101
- Tuesday 10/20 6PM
- Wednesday 12/9 6PM

Career Toolkit: NETWORKING IN THE AGE OF SOCIAL DISTANCING
- Thursday 10/29 12PM

Career Toolkit: MANAGING YOUR JOB SEARCH
- Wednesday 11/18 6PM
SKILLS LABS

Join us for our weekly 30 minute skills-based sessions. Anyone who RSVPs on Handshake will get a recording of the session with supplemental materials!

- **SKILLS LAB**
  - Designing High Impact Presentations

- **SKILLS LAB**
  - Intro to... Creating a Website

- **SKILLS LAB**
  - Intro to Social Media Basics

- **SKILLS LAB**
  - Introduction to Remote Technology Tools

- **SKILLS LAB**
  - Navigating Keywords and Applicant Tracking Systems

- **SKILLS LAB**
  - Introduction to Project Management

- **SKILLS LAB**
  - Introduction to Survey Design

- **SKILLS LAB**
  - Introduction to Digital Design Tools

- **SKILLS LAB**
  - Creative Resume Design

**THURSDAYS @ 4!**
Thank You!