



## Salary Negotiation & Offer Evaluation

Maximizing Your Worth & Making Informed Career Decisions

### THE COST OF NOT NEGOTIATING

- **\$1+ Million:** Lifetime earnings lost by not negotiating your first salary
- **70%:** of employers EXPECT candidates to negotiate
- **85%:** of those who negotiate receive *at least some* of what they ask for
- **Gender Gap:** Women negotiate 4x less often than men

"You don't get what you deserve. You get what you negotiate."  
— Chester Karrass

### KNOW YOUR MARKET VALUE

Research Tool	Best For
Glassdoor Salary Tool	Company-specific salary data
LinkedIn Salary Insights	Role and location-based ranges
Payscale.com	Experience-level adjustments
Bureau of Labor Statistics	Official occupational data
Professional Associations	ACHE, NASW, SHRM, AACN surveys

**Copilot Prompt:** "What is the typical salary range for a [Job Title] with [X years experience] in [Location]? Include base salary, bonus potential, and total compensation data."

### TOTAL COMPENSATION FRAMEWORK

**CRITICAL:** Base salary is just one component. Always evaluate the TOTAL package:

- Base Salary
- Signing Bonus
- Annual Bonus
- Retirement (401k match)
- Health Benefits
- PTO (vacation, sick, holidays)
- Education Benefits
- Flexibility (remote, hours)
- Relocation Assistance
- Equity/Stock Options

**Tip:** A \$70,000 job with 6% 401(k) match + \$5,000 tuition reimbursement may be worth MORE than a \$78,000 offer with minimal benefits.

### THE 4-STEP NEGOTIATION FRAMEWORK

1. EXPRESS  
ENTHUSIASM

2. PROVIDE  
RATIONALE

3. MAKE  
THE ASK

4. PAUSE  
& LISTEN

### Script Template

"Thank you for this offer—I'm genuinely excited about joining [Company]. Based on my research of market rates and my [qualification], I was hoping we could discuss a base salary of \$[Target]."

## HANDLING COMMON SCENARIOS

They Say:	You Respond:
"What are your salary expectations?"	DEFLECT: "I'm flexible. Could you share the budgeted range?"
"This is our best offer"	PIVOT: "Is there flexibility on signing bonus, PTO, or earlier review date?"
"We don't negotiate"	ALTERNATIVE: "Could we establish a 6-month review with potential adjustment?"
You have multiple offers	LEVERAGE (honestly): "I have another offer but you're my first choice. Can we close the gap?"

## EVALUATING THE COMPLETE OFFER

### ✓ Ask Yourself:

- Career Growth: Will this develop skills for my 5-year goal?
- Financial Security: Does total compensation meet my needs?
- Culture Fit: Does the environment align with my values?
- Manager Relationship: Do I trust my future supervisor?
- Gut Check: Am I excited or settling?
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### ⚠ Red Flags:

- Pressure to decide immediately
- Won't put promises in writing
- High turnover in role - Ask why the position is open
- Vague answers about growth - Good employers have clear paths
- Glassdoor reviews don't match - Trust patterns, not outliers

## 7-Day Pre-Negotiation Action Plan

- **Days 1-2:** Research salary data from 4+ sources for your target role
- **Days 3-4:** Identify your FLOOR (minimum), TARGET (goal), and STRETCH (ambitious)
- **Days 5-6:** Write your negotiation script using the template above & practice with Copilot or a trusted friend until it feels natural
- **Day 7:** Schedule Career Success Center appointment for offer review

**KEY TAKEAWAY:** Every dollar you negotiate today compounds throughout your career. Prepare, practice, and advocate for your worth.

**USI Career Success Center**  
Orr Center, Room 1051 | (812) 464-1865

**Schedule an Appointment**  
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