

Money Magnet:

5 Steps to Negotiating a Higher Salary

ERICA D'ERAMO, MA



CAFFEINATED ASPIRATIONS
COACHING & CONSULTING

From the U.S. Census Bureau



The pay gap tends to be larger for women of color and in some cases the gap appears to be widening. Compared to white, non-Hispanic men:

- Latinas make 55 cents on the dollar.
- American Indian or Alaska Native make 60 cents on the dollar.
- Native Hawaiian or Other Pacific Islander women make 63 cents on the dollar.
- Black women make 63 cents on the dollar.
- Asian women make 87 cents on the dollar.

Note: The most recent data available for all racial groups was collected in 2019, due to the COVID-19 pandemic limiting the collection of 2020 data.

What types of jobs are
you thinking about
applying to?

When should you start
thinking about salary?

CONGRATULATIONS,
YOU HAVE A JOB OFFER!

When you receive the offer...

*“Thank you for the offer.
I look forward to reviewing it and
getting back to you by _X_ date.”*

5 Step Salary Negotiation

1. Understand WHY you are negotiating
2. Know the components of the job offer
3. Research what makes a competitive salary offer
4. Practice, practice, practice
5. Do it! Have the 5-minute conversation that will significantly improve your compensation package.

Step 1

**Understand WHY
you are negotiating**

WHY SHOULD YOU NEGOTIATE?

Your employer is expecting you to
negotiate

yes, even if it's your 1st full-time job



Your peers are negotiating

Do you want to do the same job as the person next to you but get paid less?

This will impact your potential salary growth for the future



You bring value to the team
and company!

Show your employer that you
know this.

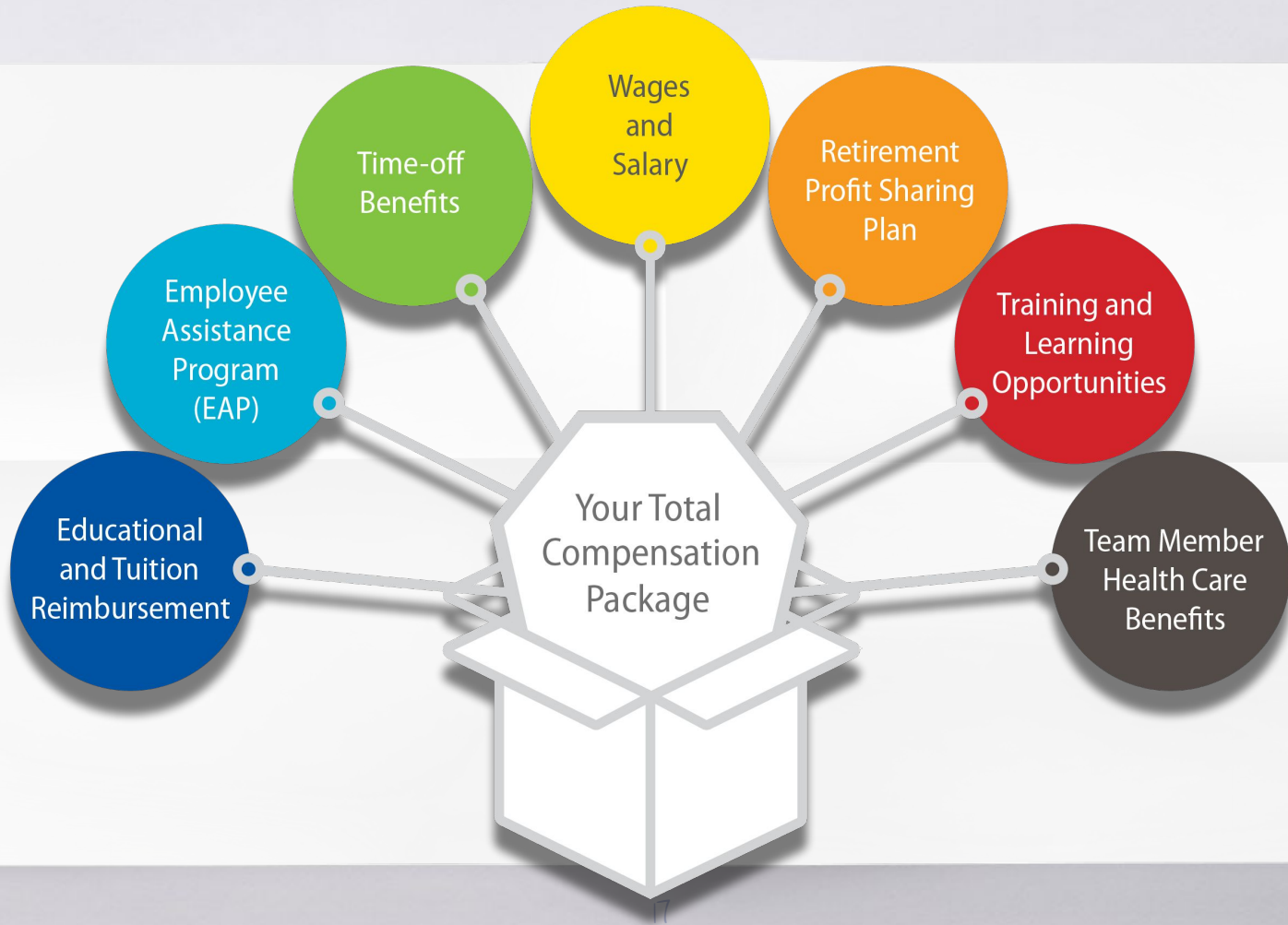
JUST ASK

You will not get
what you want
unless you ask!

Always be Professional and Respectful!

Step 2

**Know the components
of the job offer**





Step 3

Research what makes a competitive salary offer

RESEARCH: WHAT IS A COMPETITIVE SALARY RANGE?

Factors to consider

- Location (NYC vs York, PA)
- Industry (Government, non-profits, for-profit companies)
- Position title
- Do you have another offer

RESEARCH: Tools to use for online Searches

1. U.S. Bureau of Labor Statistics
2. PayScale
3. Salary.com

And more!

Understand your budget!

What are your needs going to cost if you accept this position?

What are your wants going to cost?

Monthly Budget Worksheet

INCOME	Need	Want	Variable EXPENSES	Need	Want
Salary (after deductions)			Food/Household Supplies		
Investment Income			Dining Out		
Gifts			Clothes		
Other			Laundry/Dry Cleaning		
Total Fixed Income	\$ -	\$ -	Gas, Oil, Auto Maintenance		
			Parking		

Don't forget about taxes...

Tip: My quick go to for
estimating Federal, State,
Local taxes is 30%

Deciding your numbers

Scenario 1

offer \$100K

Research range \$95K - \$110K

Cost of Living (need) \$105K

Cost of Living (want) \$108K

What is the Minimum # you'll accept?

What would you want your initial ask # to be?

Scenario 1



Scenario 2

offer \$100K

Research range \$95K - \$110K

Cost of Living (need) \$90K

Cost of Living (want) \$100K

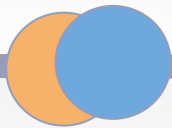
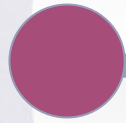
What is the Minimum # you'll accept?

What would you want your initial ask # to be?

Scenario 2

Need
\$90K

Want
\$100K



Offer
\$100K

1st Ask between
\$102-110K

Competitive Salary Range \$95K to \$110K

Scenario 3

(Same as #1 but with another job offer)

offer \$100K

Research range \$95K - \$110K

Cost of Living (need) \$105K

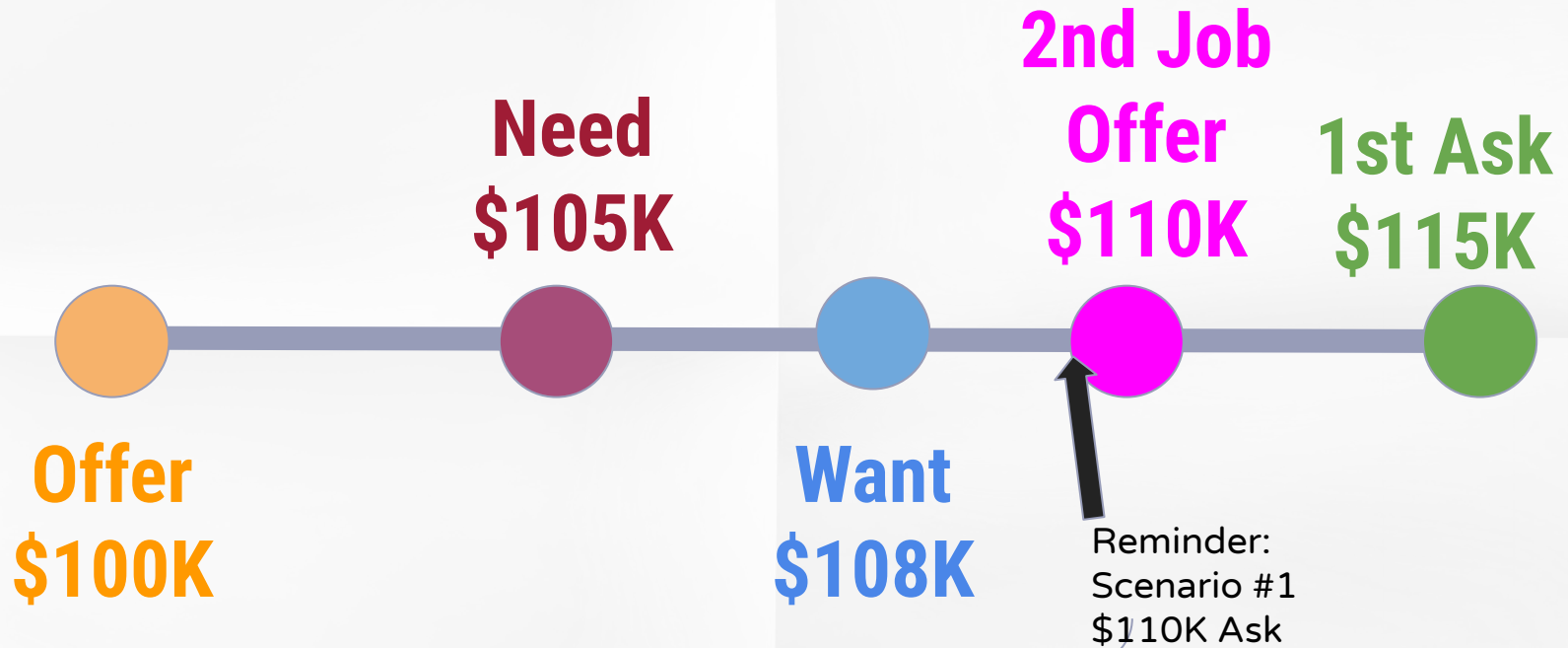
Cost of Living (want) \$108K

2nd Job Offer \$110K

What is the Minimum # you'll accept?

What would you want your initial ask # to be?

Scenario 3



Research: List specific reasons why you should get a higher salary

- Education
- Experience level
- Location
- Unique Skill you bring to the team

Step 4

Practice, practice, practice

When you receive the offer

*“Thank you for the offer.
I look forward to reviewing it and
getting back to you by _X_ date.”*

Research & Draft
your counter offer

When you are ready to negotiate

“Thank you for the offer. I had the opportunity to review it and had some questions regarding the compensation package. Can we schedule a time to speak over the phone or in person?”

Step 5

Do it!

Have the 5-minute conversation that will significantly improve your compensation package.

Be
Confident

The image features the phrase "Be Confident" in a stylized, hand-drawn font. The word "Be" is written in a simple, black, sans-serif font. The word "Confident" is written in a vibrant pink color using a thick, expressive brushstroke style, with visible bristles and varying line thicknesses. The letters are interconnected and flow together. The entire composition is set against a solid, bright blue background.

“Thank you for the offer. I had the opportunity to review it and had some questions about the compensation package.

I want to state again how honored I am to be considered for this role and appreciate you sharing these details.

As I shared with your hiring team, I _ [add all the amazing details and reasons why they hired you]. Given my experience and the position details, I am seeking a salary of \$110,000.

Can you provide this salary?”

PAUSE
se relax
TAKE A DEEP BREATH

What if I have another job offer?

Sample In-Person Negotiating if you have another offer

“Thank you for the offer. I had the opportunity to review it and had some questions about the compensation package.

I want to state again how honored I am to be considered for this role and appreciate you sharing these details.

I have received an additional competitive offer and am reviewing my options. Based on this additional offer and my experience, I am seeking a salary of \$110,000.

Can you provide this salary?”

Sample Email Negotiating

Dear __,

Thank you for sending over the job offer package for the __ position. I want to state again how honored I am to be considered for this role and appreciate you sharing these details.

As I shared with your hiring team, I __ [add all the amazing details and reasons why they hired you]. Given my experience, I am seeking a salary in the range of \$110,000. Can you provide this salary?

I am happy to schedule a time to meet with you to discuss the skills I can bring to the team and review the compensation offer.

Thank you for your time and I look forward to hearing from you.

Sincerely,

Closing of the Call

Thank you so much for your time and answering my questions.

I look forward to reviewing the updated offer and getting back to you by X date.

Review

The offer and all aspects previously learned.

Clarify

Any elements of the offer or job you need to know before making a decision.

Confirm

Your decision with the employer and withdraw from other offers and applications.





- Steps to Negotiating
- Scripts
- Resources

SCAN ME



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Share Your Feedback



SURVEY Link

<https://forms.gle/Fi7y6eA5HQBpz8Ew9>

CONNECT!!

Questions?

EMAIL

coaching@caffeinatedaspirations.com

WEBSITE

www.caffeinatedaspirations.com

LinkedIn

<https://www.linkedin.com/in/erica-d-eramo/>

