

SALARY CHECKER

How to set the right price



5 Steps to finding your market value

1. **Do research online to find ranges of pay.** Look at national trends + trends in your local area.
 - Look for **industry-specific salary surveys** done by staffing firms, job boards and professional associations (for example: Dice.com for technology, American Marketing Association for marketing, Robert Half annual salary surveys for finance, admin., legal, tech and creative).
 - Check **big salary sites**, like LinkedIn, Payscale.com, Glassdoor.com and Salary.com.
 - Check the **Department of Labor's salary site**, CareerOneStop: <https://www.careeronestop.org/Toolkit/Wages/find-salary.aspx>
 2. **Ask people you know + trust what they are seeing in the market.** I know it's uncomfortable. I know your mother told you never to talk about money. I also know that if you don't talk to other people in the industry, you will spend your life getting underpaid and undervalued. So, take a deep breath, and do it anyway. Your future depends on it.
 3. **Ask hiring managers you know & trust** what they're seeing in the market now.
 4. Ask **agency recruiters** who specialize in your area of expertise what they are seeing in the market now. Every time you talk to a recruiter, ask them what you should expect.
 5. **Look at your own pay history, for two reasons:**
 - To get clear on what your total compensation *really* is today (pay, healthcare, 401K match, vacation, disability and any other compensation + perks). Far too many people focus only on the paycheck, then realize later that they are earning less because of other benefit losses like healthcare and 401K match.
 - To see how your current pay stacks up against the market.
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