

WHAT TO SAY

Conversation talking points

NEVER APOLOGIZE FOR WHAT YOU'RE ASKING FOR.

You have done your homework, and you are worth it.

The first time they ask, "How much money are you looking for?"

If you're on a first date (in the very first interview) you should try to delay naming your figure until you know their budget, or at least what the position really entails.

Option A: SMILE, then say ... "Great question. I am more than happy to talk about money with you, but I'd like to learn a little more about the position before I throw a number out. To me, it's about more than just the money. It's about the role, the company, the potential, the benefits ... and I'd really hate to price myself out of a position I will really enjoy.

Option B: SMILE, then say "Money is certainly important to me, but it's not on the top on my list. Out of curiosity, what does your compensation package look like? What is your pay band for this position? Vacation, benefits, etc. Can you tell me a little bit about the compensation package?"

When they push you ... (and they WILL push you if they want to hire you!):

Option C: FOCUS ON MARKET RATES, not your current or past salary (unless your current / past salary is above market. Then, it will help you get more money!)

SMILE, then say "I've been out **talking to other companies** and **doing research**, and what I've seen is a pay range between \$65,000 and \$80,000 (name your own range). I've been told that with my level of experience, I should expect between \$75 - \$80,000 (name your own range). How does that fit with your budget?"

Best way to ensure your success: PRACTICE!

The most important thing for you to do is practice talking about money BEFORE your next interview! It is hard. It is hard for everyone. Heck, I still feel my blood pressure rise when I really want to win a deal ... even after all these years. Here's how I get myself under control, and maximize my chance of success:

- Anticipate the objections / put yourself in their shoes. Why might they want to pay less?)
- Plan your conversation (3 bullet points)
- Practice it