

CAREER DOCTOR

? If you have any job problems you would like answered by our panel of Career Doctors, please email: careerdoctor@whitespace.ie

Q. I've just been told that I've been successful at an interview, and have to go in next week to talk to the manager, where we'll discuss my salary. I'm terrified and don't know how to negotiate it. How can I go about getting the best salary?

A. Salary negotiation strikes fear into most jobseekers. The good news is that the art of negotiation can be learned and mastered, enabling a successful outcome for all parties involved.

The first step to successful salary negotiation is your preparation. You need to research the market to get an idea of current salary ranges. You can get this information from recruiters, job salary surveys and from individuals working in the industry or in similar roles. Once you have acquired this



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information, you need to decide what you want and then construct a solid case. This is essential as you will have to justify your expectations.

During salary negotiations, it is important to stay positive and keep emotions in check. There are a couple of key points to remember. Try to keep your hand hidden and force the hiring manager to suggest the first

figure. Use the art of disguise and remember to reiterate that the role and the company are the most important aspects and not the money. Don't jump at the first figure offered, as there is normally upward movement. Finally, remember that there is more to a package than salary. If your ideal figure is not forthcoming, then have other benefits as a substitute.

Many individuals fear salary negotiation but a lot of managers admire those who fight for money. In fact most jobs require good negotiation skills. Thorough preparation will help reduce fear and increase confidence. Visualise a positive outcome and then go and get it.

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