



## Talking Money

Talking about money can be one of the most stressful aspects of the interview process, but it doesn't have to be. As with all negotiations, you should know going into the process that if you want to get something, you *may* need to give something in return. Remember what is important to you. For example, if working for a great mentor is your number one priority, you may consider flexing on components of your total compensation. Your recruiter will be a valuable sounding board. He/She will have the ability to remain objective when you may not. His/Her compensation is directly related to the offer amount that you receive, so trust in their ability to negotiate and know he/she will lead you confidently into the career path you are seeking. Carefully review the following points and discuss these with your recruiter if you have any hesitations or concerns before beginning the interview processes:

- Be honest with your recruiter. He/She will ask you your salary requirements several times throughout the interview process. Be honest! If your requirements change, let your recruiter know immediately as your recruiter may be providing compensation guidance to the client as well.
- Do not base your decision on salary alone. Make sure you will be happy in the position. No amount of money will make a bad position good.
- Be flexible. Compensation packages are usually a combination of salary, bonuses, benefits and other perks – take all of these into consideration when looking at an offer.
- Companies *want* to make a fair offer and bring you in at a level that will enable them to give you a fair increase at review time. They are also concerned about internal equity. If they have other people in similar positions, they have to be careful not to bring you in outside of these employees' salary range to avoid internal conflict. Salaries should always be kept confidential, but it is amazing how fast salary-related rumors/facts spread throughout a department!
- If you are working with a recruiter, you will know the salary range of the position prior to an interview and you can feel comfortable stating that your requirements fall within the range that the company offers. It is important to discuss this with your recruiter ahead of time. They have the most intimate knowledge of where the hiring managers will bend and can give you the most specific advice on how to answer this question and leverage your options.
- I have had multiple cases of candidates eliminated because they would not give any information on salary. It is ok to start with broad answers, but if the interviewer continues to ask more specific questions about compensation you will need to become more specific with your answers. Be conscious as to how the interviewer is feeling about your answers here.
- If you are asked a money-related question during the first interview, it is usually designed to eliminate those that are making too much or too little. If you are unaware of the salary range on the position, try to get that information before answering the question. Then, answer the question strategically so as not to eliminate yourself. You may want to use one of the following responses when asked:
  - “The most important things in an opportunity to me are strong mentorship, the job itself and the company. What is the salary range for the position?”
  - “I’m looking for a job and a company to call home. If I’m the right person for you, I’m sure you’ll make me a fair offer. What is the salary range for the position?”
  - “I will entertain your best offer. What is the salary range for the position?”