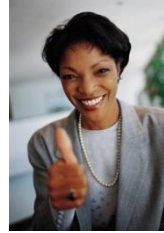


3 – Negotiate Using Your New Knowledge and Skills



- Remember, salary negotiation is a discussion, not a confrontation.
- Prepare yourself with research on the industry and the company and by practicing your success stories. Know what you are worth and be prepared to justify it in the salary discussion.
- Do not discuss salary until you have received a job offer. An offer is an advantage.
- Anticipate objections and don't get personal!
- Avoid the tendency to accept whatever you are offered because you are glad to get a job. The employer is choosing you, not your price!
- Take your time! Your starting salary is too important to say yes immediately.
- Remember, many benefits are negotiable.
- **Salary is based on:**
The assessment of your capabilities
The employer's budget
The market rates for the job
Your ability to negotiate



You can learn more about the Wage Gap and how to negotiate for fair pay in a \$tart \$mart Pay Negotiation Workshop.

To hold a \$tart \$mart Workshop in Southern New York or Connecticut, contact:

Roli Wendorf, wendorfr@aol.com
Jane Pendergast, jpendergast2@msn.com
AAUW Westchester County Branch

Dorrie Sieburg, \$tart \$mart Program Manager,
sieburgd@aauw.org

Annie Houle, \$tart \$mart Campus and Community Initiatives Leader, houlea@aauw.org

For more information on \$tart \$mart:
AAUW: www.aauw.org
AAUW Westchester County Branch:
<http://westchester-ny.aauw.net/>

The American Association of University Women, AAUW, advances equity for women and girls through advocacy, education, philanthropy and research

\$tart \$mart is a project of the American Association of University Women



Negotiate Your Pay



Over the course of her working life, a woman will earn roughly \$1 million less than a man

Don't let that happen to you!

Learn to negotiate for better pay with a \$tart \$mart Workshop

Full time working women, on average, earn 77 cents for every dollar men earn; that equates to an over \$1 million loss in wages over your working life. This difference increases to over \$2 million if you have a professional degree.

What is the Wage Gap and How Does it Happen?

Just one year out of college women working full time earn 82% of what their male counterparts earn.

--AAUW's *Graduating to a Pay Gap report*

Starting Salaries of 2 Equal Grads



She gets \$35,296
+ Bonus \$1,765
= \$37,061

He gets \$42,918
+ Bonus \$2,146
= \$45,064

Why are these values different if these 2 are equally qualified? Why is there a wage gap right at the start of a woman's career?

5 Years Later Management Thinks

She's solid.	He's hard charging.
She may have a family.	He may have a family.
She may not be coming back or go part time.	Put him on the management track.
Promotion only to \$43,000.	Promotion to \$55,000!

Do the Math!

She's **\$12,000 behind only 5 years out.**

And this pattern will likely continue, and get worse.

Why does the wage gap widen over her career?

Check out www.pay-equity.org for more.



HOW CAN YOU LEAP OVER THE WAGE GAP? – Learn to negotiate –

Here are 3 steps to reduce the fear of negotiating and reach success:

1. Do the research.
2. Apply your research to your pay negotiation and practice with a friend.
3. Negotiate successfully using your new knowledge and skills.

*To learn even more... take a **Start Smart Pay Negotiation Workshop** and gain a deeper understanding of the wage gap and the practical skills to minimize or overcome it.*

1 - DO THE RESEARCH – FIND THE JOB TITLE YOU WANT AND THE SALARY YOU NEED - This is essential – get rid of the myth that someone else will do this for you.

- What is the right job title? Check industry organizations, media, government sources, etc.
- Research market conditions in the city where you hope to work.
- What is the salary range for the job in the city where you plan to work? What are you worth for your ideal job at graduation?
- What will your expenses be? Develop a personal budget.
- What benefits can you expect?
- What will your taxes be? Check out www.paycheckcity.com.
- What is your realistic target salary based on your job title, region and budget?

Many databases are available with job title, salary and region information. One source for salary and other information on negotiating for fair pay is www.salary.com

2. – APPLY YOUR RESEARCH AND ROLE PLAY YOUR PAY NEGOTIATION



Get a smart start by practicing negotiating with a friend.

Negotiation is a dialogue in which parties work to reach agreement on a course of action through discussion and bargaining.

Here are some scenarios. You think of others.

- You are the job applicant and your friend is the hiring manager. Negotiate for your dream job at your top choice company by confidently promoting your strengths as a strong match for the company's needs. Make clear that the company wins with you and you win by joining the company. *Tip: Refer to your research, ask questions to learn all their needs, listen and use your stories of successes to make your case.*
- You've been offered a job, and the salary is lower than your target salary; now negotiate by proving that your strengths make you worth it.
- If the offer is at your target, and you think they will go higher, negotiate effectively in this situation.
- Also, negotiate for specific benefits.