



The Art of Negotiation

The interview went well and it seemed that the hiring manager is impressed. The questions he asked were answered convincingly and confidently. You seemed to be the most suitable candidate for the job. Then, he asked "The salary you are expecting is a little too high, is it negotiable?"

It is common that the interviewer asks to negotiate your expected salary. Although the salary you expected is based on the market research that you had done over the last few months, budget constraints and the need to keep manpower costs low are some of the reasons that the company is not ready to pay you the market rate.

So, how do you respond to the "salary question"? Below are some tips that might help you end up with a win-win situation for both parties.

Ask.

It is always good to ask if the company can offer you more. Asking is also a good way to gauge your value in the interviewer's point of view.

Set a range for the amount you are willing to take.

Mention a range that you are willing to accept. Of course, the lowest amount in the range will be your minimum expected salary.

Ask for more time.

Take your time to consider the offer given to you, even if you feel that it is a fair offer. Inform them that you will revert within a short period of time which the company has agreed to. When the time comes for you to reply, try to re-negotiate for more.

You are in demand.

If you have been to other interviews, share with them the offer(s) that you received. Make yourself look like a person who is in demand. You will have the upper hand when it comes to negotiating your salary expectation. However, it is not wise to make up an offer as it may back-fire on you should the company feels that your salary expectation is too unreasonable.

It's not always about the money.

If the company cannot offer you more, try asking for more benefits like allowances (transportation, mobile phone, work related equipment needs, etc.). Training or study opportunities are also beneficial as these will develop you in the long run.