

THE EXTRA POINT

BY JERRY ROBERTS



421 If You've Never Considered Negotiating Your Pay

So many jobs, so little negotiation. What's that? Negotiation? I'm Jerry Roberts and today, an idea for those folks who might never even consider negotiating their pay. That's next up, on The Extra Point.

InHerSight is a web business that helps thousands of companies to showcase their organizational cultures and attract female talent. They recently asked women visiting their site whether they'd ever negotiated their salary. Almost half of the 1,041 respondents said no. That surprised InHerSight's leaders, who had figured more women would be proactive and ready to negotiate.

Female or male, how do you feel about this? Do you believe that whatever the employer offers is all you're going to get, or is it the starting point in a discussion? I know a lot of employers who would be happy to pay more than the initial offer, if an applicant could give them a good reason.

Years ago I knew a guy who applied for a job and the beginning salary was lower than what he needed. He asked about other positions available and when presented with a list of openings, he saw another job he had experience with and asked how much it paid.

Then he did something pretty interesting. He told the interviewer he thought he could save the company some money by consolidating two jobs into one. He explained the big picture and said he needed to meet both supervisors over coffee. Intrigued by his bold approach, the interviewer set it up.

In the meeting he suggested that his experience would allow him to handle the two positions, and he made them an offer that he'd do both jobs for 60% of the combined salaries for a month. If the experiment didn't work out he'd drop one of the jobs. If it did work to their satisfaction his pay would be raised to 80% of

the combined salaries. They all agreed to try.

A month later he had delivered on his idea and the company formally created the new position with the higher salary, 60% more than the first offer he'd received. The company was thrilled to do this deal because they ended up saving 20%, plus there was one less person to pay insurance premiums for.

I'm not saying you can do exactly what this guy did, but you always have the option to ask questions like, "What else is available?" "Are there additional responsibilities that could earn me a higher salary?" How about this one: "What would make you want to pay me more?"

That last one can be nothing short of a mind blower if you ask it of the right person. Generally, it works best when directed to the top manager, be that the owner, CEO, president, general manager — or whoever makes the ultimate decisions.

There's more to this than just the pay issue. If you can pull off a play like this, it puts you front and center on the radar screens of the people who can help propel your career forward.

If you're the kind of person who has the courage to ask that kind of question and then back it up with action, which means deliver big results, then something amazing could happen for you. Negotiating is about being a little creative and helping others get what they want, which can get you what you want.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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