

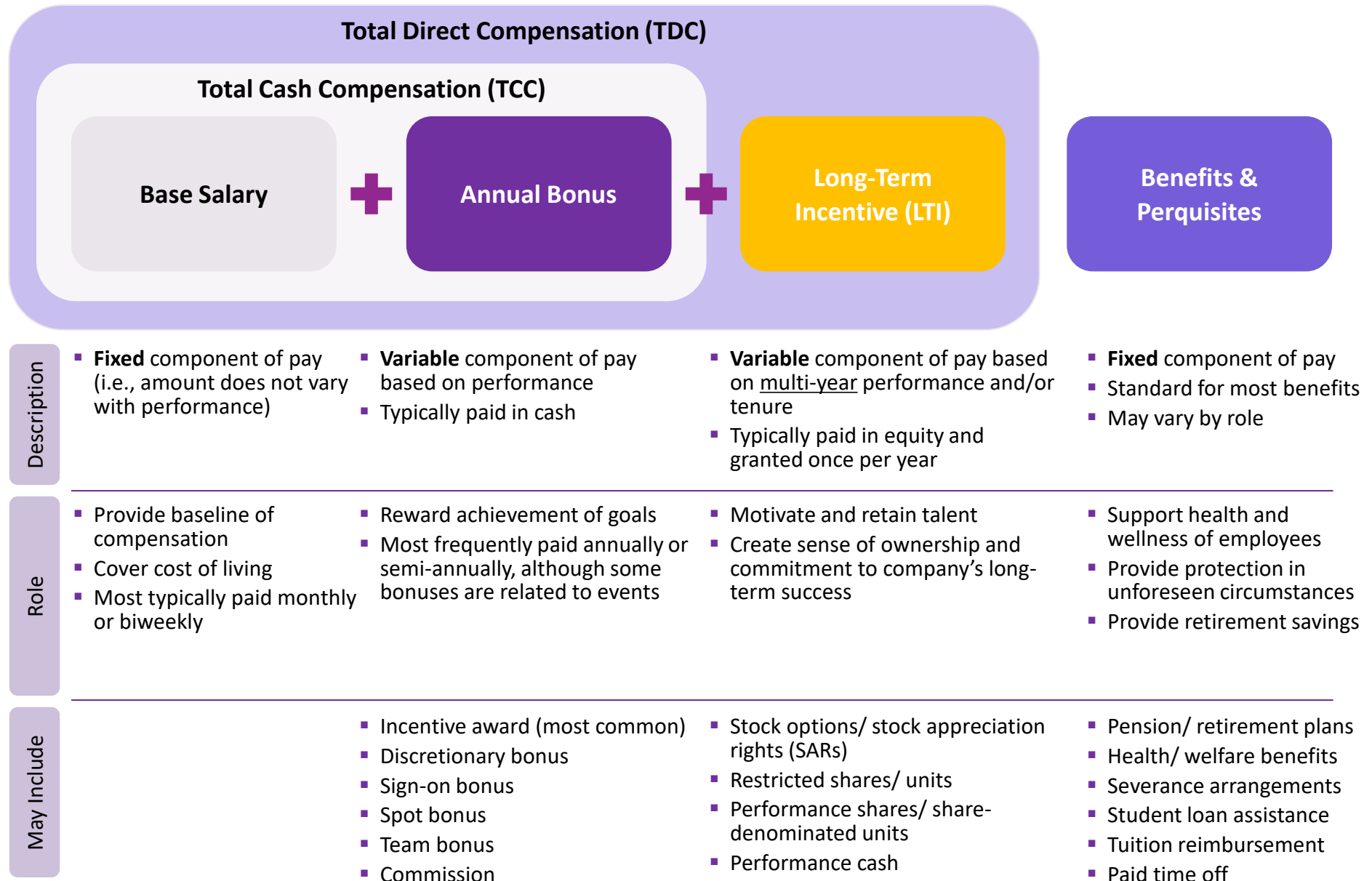
# Salary Negotiation and Self Advocacy

## AGENDA



- How is compensation structured?
- When does it make sense to negotiate, and how should you prepare?
- How can you set yourself up for meaningful work experiences and a strong career trajectory?
- Where do individuals (and particularly women) undermine themselves?

# How is Compensation Structured?



# It's Not All About the Money

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## Career Opportunities

- Skills to be gained
- Formal training and development
- Mentoring
- Network
- Company brand prestige

## Culture

- Personal alignment with the company's purpose
- Company leadership
- How work gets done
- Work/life balance
- Community involvement

# When Does It Make Sense to Negotiate, and How Should You Prepare?

## Assess room for negotiation

- Most organizations that hire “classes” have standard initial pay arrangements that may extend for 1-2 years
  - Possible room for difference for prior interns, those with advanced degrees, and relevant prior work experience
- Unionized roles also have standard arrangements
- Opportunities increase with tenure and as differences in contribution become apparent
- Opportunities also exist with more regional or local roles

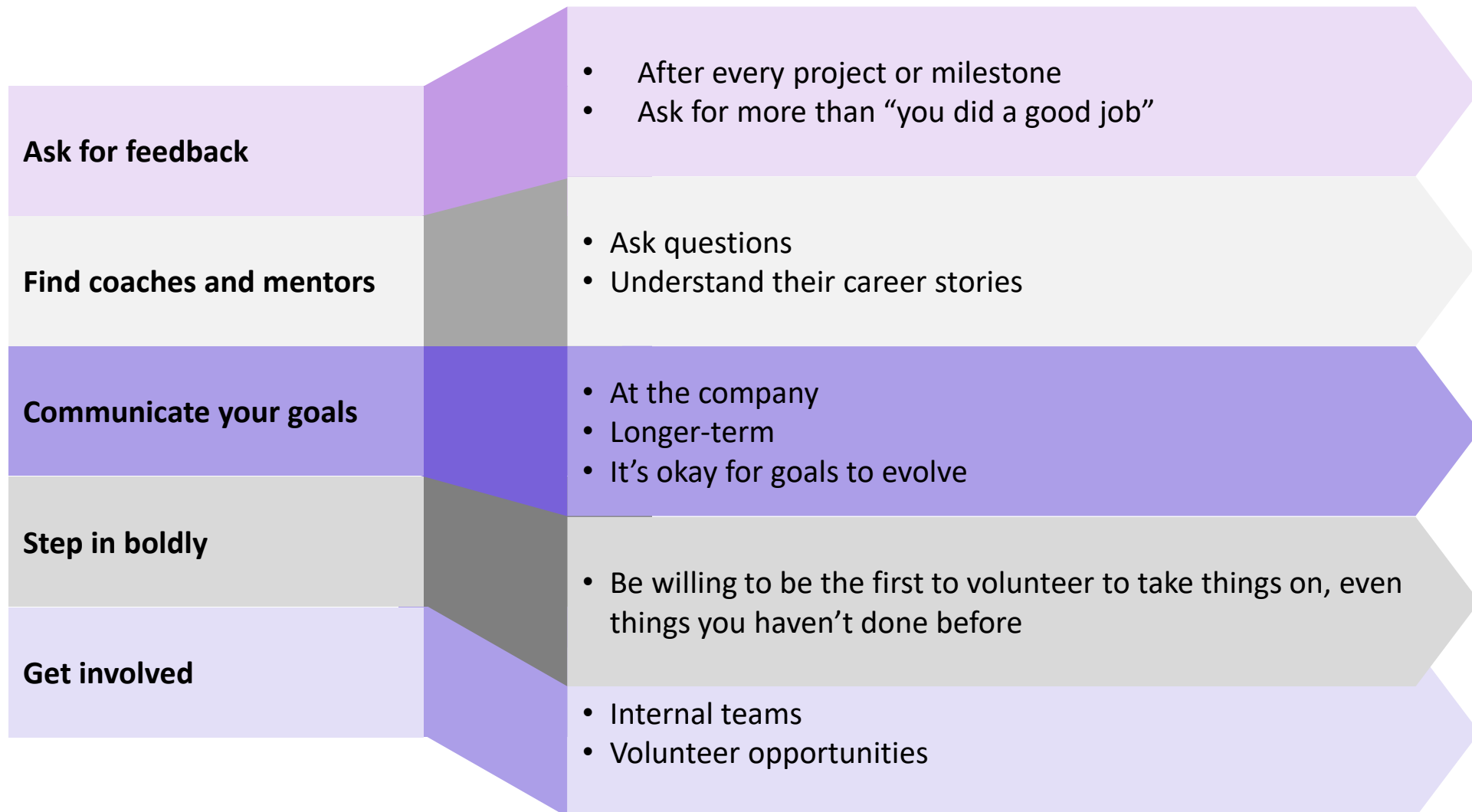
## Prepare

- Summarize your contributions as they relate to how the company succeeds
- Research what similar roles are paid
  - Use your network to gather information and for coaching
  - The career center is also a great resource
  - There are also online resources (e.g., Glassdoor), but use with caution
- Be ambitious but realistic
- Follow up conversation with an email regarding next steps

## Set the stage for a later conversation

- No doesn't mean no forever
- Make sure you follow up on any items raised in prior conversations

# How Can You Set Yourself Up for Meaningful Work Experiences and a Strong Career Trajectory?



**Know your managers want you to succeed!**

# Where do individuals undermine themselves?

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- Not asking for help
- Assuming you'll get recognized if you just do good work
- Speaking too softly, or too much
- Being too timid in offering opinions, or looking to manager for approval of opinions
- Being too humble
- Apologizing too much
- Not knowing the professional norms
- Trying to be someone different from who you are