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More than Salary: A Dozen Items You Can Negotiate in Addition to Pay

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Salary.Coach Insights

When a company recruiter controls the compensation conversation, it usually stays focused on money. ***"How much would you like to earn?"*** is a common question – and one that causes most people to stumble and second-guess themselves. Uncertain how to answer that question, it's common for an applicant to forget to ask about anything else at all.

The good news? There are lots of great non-monetary benefits and concessions you can ask for that will make your life sweeter and your work more enjoyable. The important thing is to know when and how to ask for them.

1. **Fixed Compensation.** This is the one everyone thinks about – including salary, a signing bonus, or signing equity. Remember, the biggest and easiest raise you'll ever get is the one you negotiate on the way IN.

2. **Fixed Compensation.** This means incentives, in the short term or long term. This option isn't available at all companies or in all types of jobs, but for the places where you can get it, it's a valuable item to negotiate on.

3. **Relocation.** This is great to negotiate on, and you can have extra-good success if the company has no formal relocation plan. Items to ask about include money for time in temporary housing, relocation allowances, home sale cost reimbursement, home purchase transaction costs, packing and moving expenses, and more.

4. **Job Scope.** Did you know you could negotiate on the features and responsibilities of the job itself? Items to consider include deliverables expected in the first 6-12 months, span of control, scope of responsibility, and size or number of teams you lead.

5 **Title.** This is a fun item to negotiate on, especially if title determines internal or external success, respect, or access. *A side note:* external titles (what's on the business card) are often easier to negotiate than internal titles, which may be fixed.

6 **Reporting Relationship and Placement in the Org Chart.** This negotiation isn't easy, but it's possible. For example, does the Head of HR report to the CEO, the Finance VP, or Operations Head? The person you report to can have a direct effect on the amount of influence you have or resources you can command.

7 **Budget and Resources.** Speaking of resources, will you have enough budget, headcount, and resources needed to achieve your early deliverables? You can ask for what you need as part of your hiring agreement!

8 **Severance.** There is a specific time and place to ask about severance, but it definitely can be part of the hiring conversation.

9 **Location: Remote?** Where you work is highly negotiable these days in many corporate cultures. But it's easier to settle the question before you're hired than afterward.

10 **Schedule.** Will you work 4 days of 10 hours each? Start or end your day earlier? Spend a certain number of days at home or the office? All these are items that can be part of your hiring conversation.

11 **Benefits.** Some benefits are difficult to negotiate, because benefits plans must be uniformly applied to all employees. However, some things can be accommodated, depending on how important they are to you. Think about things like vacation time, negotiating paid time off for existing plans, when to start health insurance coverage, and education reimbursement.

12 **Travel.** The amount you travel for your job can be negotiated to fit your lifestyle more effectively, but it requires careful discussion because a change in your travel requirement could impact budgets or ability to perform a role.

This is a good list, but not a comprehensive one. There are even more items you can ask for or discuss with a company as part of your recruitment. But before you run out and ask a hiring manager to give them to you, pay attention to these critical rules:

Timing is everything. Asking for one of these package upgrades at the wrong time can be a disaster. You have to know when to ask and how to ask.

The number of potentially negotiable items depends on the company and on the job. There are specific ways to find out if something is negotiable without putting your offer or interview at risk.

Some things are easier to negotiate than others. Company recruiters won't be fazed by some requests, but they will push back hard on others. Understanding how to read the situation is important to your success.

If you're excited about the items you read on the list, but aren't sure how to proceed, set up a free consultation with us at Salary.Coach. We can help you know exactly how to navigate the conversation to bring these items up at the right time, in the right way, to get the best results.

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Ready for a free 15-minute conversation to discuss how Salary.Coach can help you?

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3. We are so confident we can help, we only charge for our services when our coaching brings a measurable increase in your offer package. You have no financial risk — only the reward that comes from accepting better compensation than you could negotiate on your own. Win-win!

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