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Why Negotiating on the Way In Makes All the Difference

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Salary.Coach Insights

The awkward dance of trying to impress a recruiter or appeal to a hiring manager drives most people to avoid salary and benefits talk. It's no wonder the process is uncomfortable: most people only make career changes a handful of times in their lives! Unfamiliarity breeds uncertainty, which means the fear of coming in with a number that's too high or too low is very real. Rookie move.

> *"I'll just wait until I have the job, and then I'll negotiate,"* most people think. *"Or maybe I'll wait until I've been there a year or two and proved my worth, and I'll ask for more money then."*

There are significant advantages to negotiating the exact pay and benefits you are looking for when you're on the way into a new job. Starting the conversation early and maintaining a firm position on what you're looking for can make a world of difference in how the final offer comes through. Here are some ***Salary.Coach Insider*** reasons why you need to start salary negotiations from the very beginning.

SALARY.COACH SECRET #1

Leverage

You have more leverage before you accept an offer than once you have started your new job. Once you are an employee, walking away from the role is much more difficult for you than while you're interviewing with multiple different companies. The hiring manager is becoming more invested in you as they spend more time with you. Your walking away is expensive and risky for them too.

SALARY.COACH SECRET #2

Restrictive Structures

You are less bound by HR procedure during an interview process and offer negotiation than once you are established in the "range" for your position. After you start as an employee, you become another data-point that must be compared and moved in conjunction with many others in the organization, and justifying increases becomes much more difficult.

SALARY.COACH SECRET #3

Squishy vs. Rigid Increase Justification

VS.

Before you accept an offer, the justification of your wage is based on your experience, and the way you are valued from a compensation perspective is more subjective. Subjectivity means negotiability.

The recruiter just needs to justify the wage, and doing so can be as easy as "*We thought she was better than the people on the team, even if she has fewer years of experience. She worked at X company for 3 years, plus she has all these other preferred skills, and her soft skills were better, etc.*"

Sometimes even something as vague as "*she has a lot of potential*" or "*she can solve this immediate problem*" are enough to justify a higher wage at the point of hire.

Unfortunately, this flexibility decreases immediately once you come aboard. An onboarded employee is valued strictly by objective performance and specific measurable criteria, and it is still constrained by the restrictive ranges we talk about in **Insider Secret #2**.

SALARY.COACH SECRET #4

Signing Bonuses

It's fairly obvious once you start thinking about it, but signing bonuses are usually only there for people who haven't signed on yet. Once you're an employee, why would a company offer you a large bonus to join them? You're already there!

SALARY.COACH SECRET #5

Other Benefits

Before you join a company, you have latitude to ask for perks and unusual benefits that employees of that company might not normally get, like extra vacation time, reimbursement for certain activities or bills, and more. Once you're an employee, you'll fall under the normal HR policies of the company and will have a harder time making a case for an exception or something new and different.

SALARY.COACH SECRET #6

Compounding Benefits

If you wait a year for a raise (after you've proven yourself), you miss out on a year's worth of salary increase. If you wait three years, that's three years you left behind. Getting money now if it is available not only puts more money in your pocket immediately, but your lifetime earnings are increased. Remember, raises compound. If you get that raise in year zero, your merit increase in every year that follows is based off of a higher salary.

So what are you waiting for? If you are actively looking for a new job, start thinking immediately about how you plan to discuss the salary, incentives, and benefits you want to receive for your great work. If you're unsure about how to start the conversation, schedule a consultation and put Salary.Coach in your corner. We'll be happy to guide you.

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

https://bit.ly/SalaryCoach15

The Salary.Coach No Risk Guarantee

1. We teach you how to negotiate in a collaborative way designed to make everyone happy when you say "yes."
2. Every job search is different. We listen and provide counsel and feedback based on your individual needs.
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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