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### **WHEN TO TALK SALARY?**

Many recent callers have asked me when is the **best** time to ask about the salary. It's difficult to judge the right time for job salary negotiation but there is a right time. Here are my suggestions from my own interview experience and from experts I consulted:

- Money shouldn't be discussed during the interview unless the interviewer brings it up. It's on her agenda and she'll get to it.
- Negotiations begin once you are offered a formal job offer. Don't try to negotiate your salary after you've accepted the job.
- Don't include salary requirements with your resume, it can be used against you. Instead say that your expectations are "open" or "negotiable." If your qualifications are on target, they'll call you.
- Don't include pay history on an application, this decreases your negotiation power. It's fine to fill in 'willing to discuss at appropriate time' and leave those numbers blank.
- Delay salary discussions until you have a clear understanding of the job.
- Once you are offered the job and start the salary negotiations, be sure you emphasize what you'll be bringing to the table. Make a list **before** the conversation so you are confident in discussing your strengths!
- Your salary negotiation success rate increases if you have job offers from other companies.
- Keep in mind that an offer is not always the last word.