



AAUW
START SMART

*Making the Most of
Your Interview &
Negotiating
Effectively*

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empowering women since 1881

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Expectations

- Be Present & Engaged
- Be an Active Listener
- Be YOU
- Respect Confidentiality



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5 Steps to Benchmarking Your Salary and Benefits



1. Use your ideal job title
2. Find the salary range and establish your target salary
3. Establish your range
4. Determine your resistance point.
5. Assess the value of benefits.

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Establish
your target
salary

- Salary.com
- Glassdoor
- PayScale
- SalaryList
- Indeed
- Salary Expert
- Bureau of Labor Statistics
- By job title
- Geography specific
- Experience and education are important factors

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Your Target Salary Range

Start with your target salary and then

Stretch upwards 10 to 15%

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HOW TO CALCULATE COST OF LIVING ADJUSTMET

<https://arizona.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=f1171cfb-f9de-47e7-bc09-ac560180443d>

<https://tinyurl.com/COL-adjustments>

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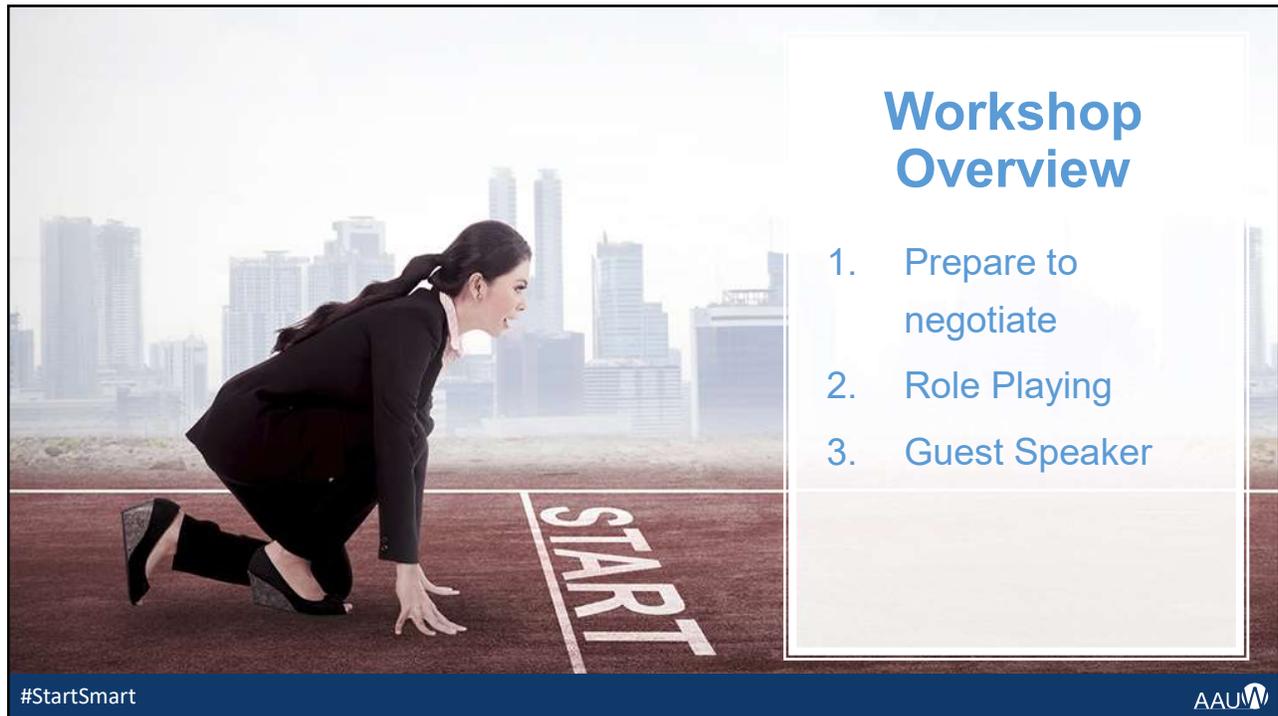
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Determine a Resistance Point

- This is the lowest salary you are willing to accept and still take an offer.
- Reduces REGRETS!
- Below this point, you know to push back!

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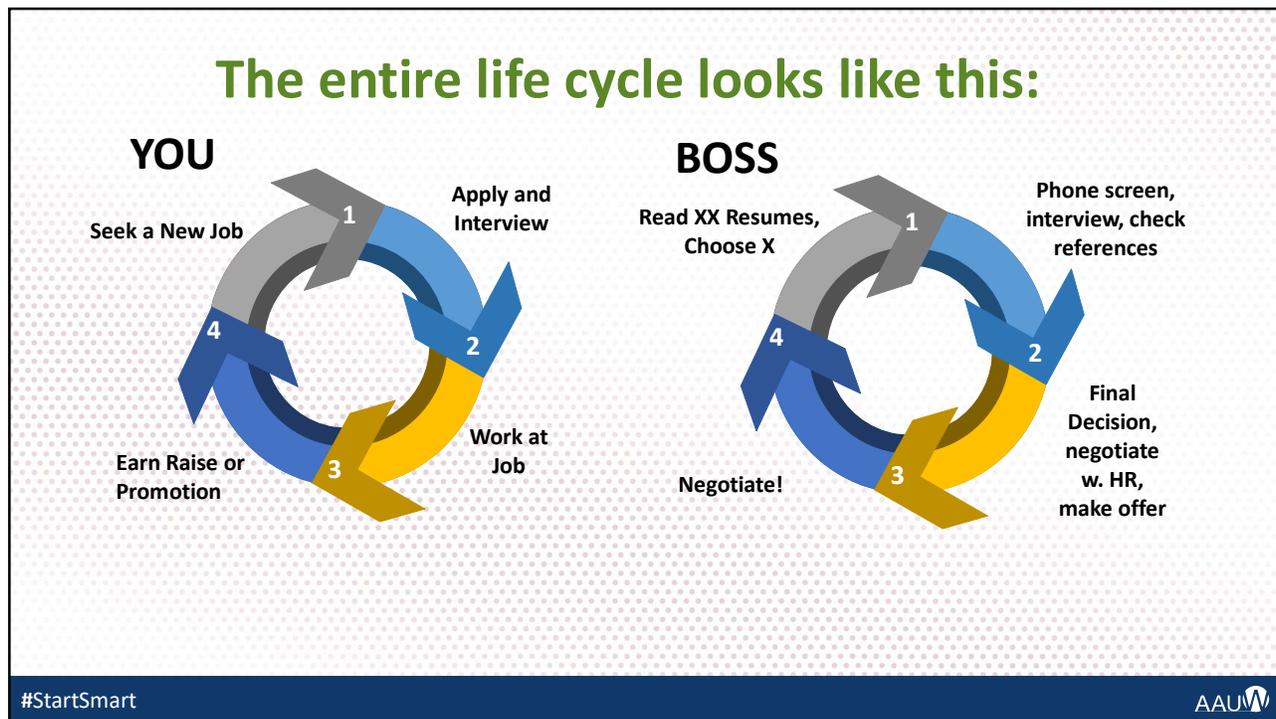
Workshop Overview

1. Prepare to negotiate
2. Role Playing
3. Guest Speaker

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Tips for Entering Your Negotiation

- It is a co-creation
- Preparation will pay bonuses
- Bring notes
- Positive and flexible
- Anticipate!
- Remember: They want YOU!

win

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Can you please tell me your salary history?

What are your salary expectations?

I need to know what salary you want in order to make you an offer.

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Since I am still learning, I have not set my expectations yet...

I'd appreciate if it you could make me an offer based on whatever you have budgeted for the position and we can go from there.

I'd like to see if I am a good fit first...

My expectations are that my salary and responsibilities will line up with market rates for a similar position in this area.

I'd like to talk about that after I know more...

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**You got the job
offer!
Now what?**

**NEGOTIATION
TIME!**



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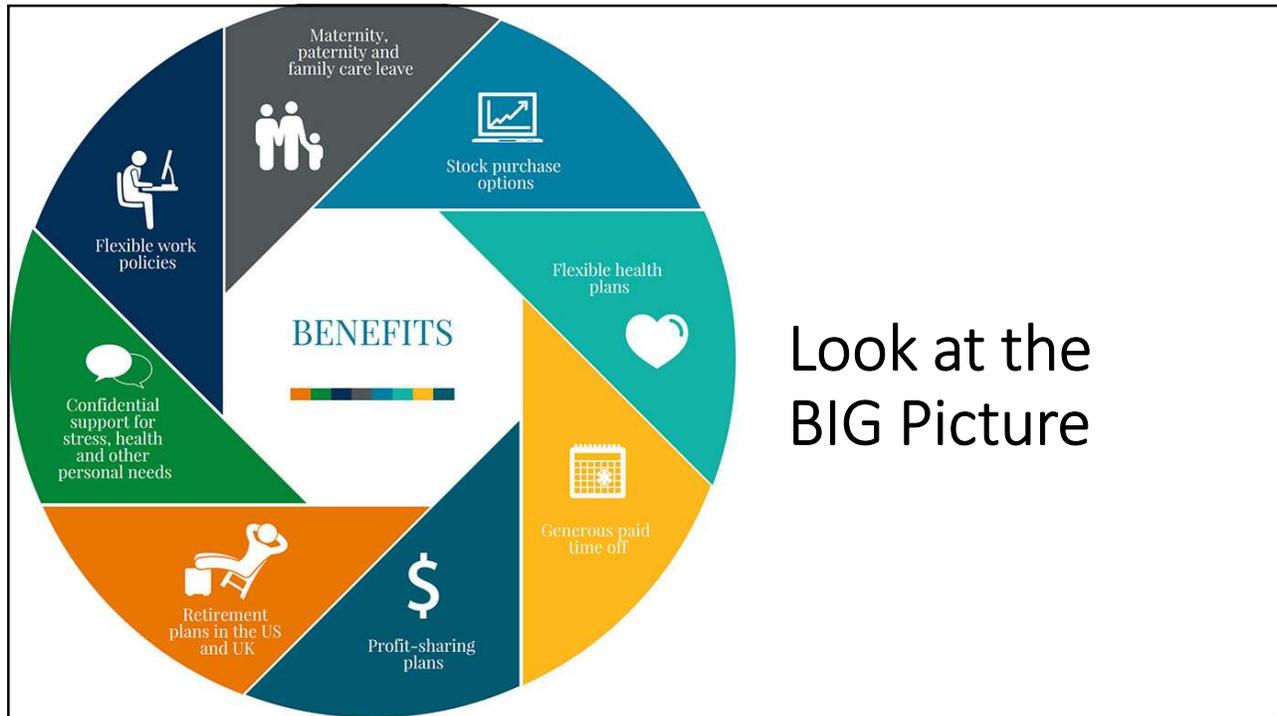
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Articulating your value -- Example

- **Because of my extensive online teaching experience**
- **I can design and deliver instruction that engages students in a learning community**
- **Which improves learning and provides flexibility**

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Look at the BIG Picture

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"Practice isn't the thing you do once you're good. It's the thing you do that makes you good." - Malcolm Gladwell

Role Playing

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Role-Play Tips

Employers

- **DO** pay your new hire a fair salary. Good pay attracts and keeps good employees.
- **Don't** give away the farm. You can't pay what you can't afford.



Employees

- **DO** have a target salary in mind.
- **DO** sell yourself and aim high (but be realistic).



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The Negotiation Meeting

- **Prepare and practice a pleasant opening**
- **Be ready with your value statements and rationale**
- **Try twice**
- **Know which benefits are worth negotiating**
- **Remind them you need everything in writing**

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Role Playing, Round 1 (12 minutes)

1. Decide who is going to be the employee and employer in round 1
2. Access **ONLY** the document meant for your role. It will give you information for round 1 and 2. Write down the information.
3. The employee has received a job offer \$5,000 below their target salary
4. Employee starts the conversation
5. Try to come to agreement on salary and one benefit that is worth \$ to employee.
6. Use the “help” button if you need assistance (someone will come into your breakout) or leave the breakout and come back into the main room for assistance

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What did you learn?

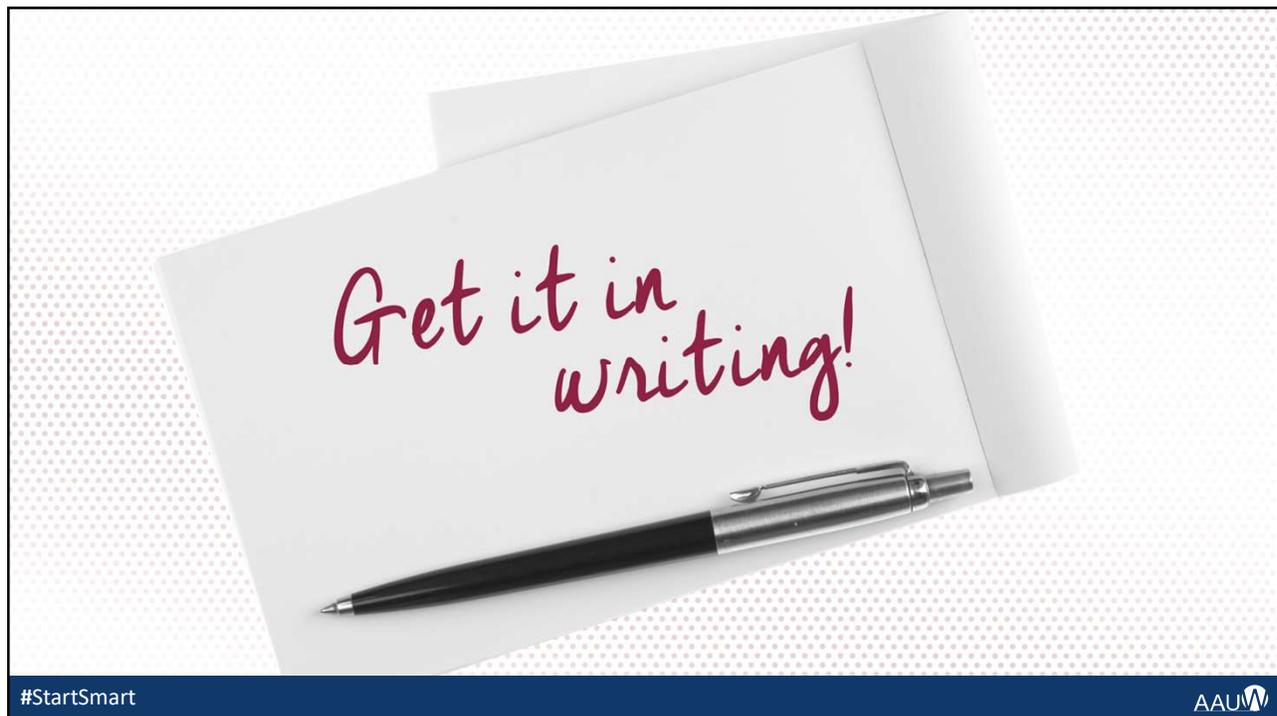
- Did you feel comfortable?
- Agree on your target?
- Do differently?
- What did you learn about negotiating?

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Role Playing, Round 2 (12 minutes)

1. Change roles – employee becomes employer, etc.
2. Employee starts the conversation
3. Try to come to agreement on salary and a benefit.
4. Use the “help” button if you need assistance (someone will come into your breakout) or leave the breakout and come back into the main room for assistance

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Angie Maze

Senior-level business professional with 15+ years leading teams

- Expertise in operations, organizational effectiveness, strategic planning, system implementation, change management, performance driven culture, human resources, learning and development
- Change Agent skilled at analyzing current state, defining gaps, implementing, decreasing silos, improving customer experience and providing the guidance necessary to drive program effectiveness

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Race/Ethnicity	Men	Women
Hispanic or Latino	\$39,940	\$31,430
African American	\$38,620	\$28,740
White (non-Hispanic)	\$54,000	\$44,000
Asian	\$64,000	\$54,000
Native Hawaiian and Other Pacific Islander	\$53,000	\$43,000
American Indian and Alaska Native	\$38,000	\$28,000

\$3.7 MILLION
HOW MUCH WE GIVE TO STUDENTS AND GRASSROOTS PROJECTS EVERY YEAR

43%
of our fellowships and grants support STEM fields

12,000 WOMEN & GIRLS
are empowered by the Community Action Grant projects we support

American Association of University Women

- Research that matters to women and girls
- STEM initiatives
- Campus Initiatives such as Start Smart
- Public Policy
- Millions in Scholarships

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Take our survey!

- \$25 gift certificate drawing
- <https://forms.gle/qRofDRoZqszURa qZ6>



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The complex block contains a survey announcement on the left and a graphic of a gift card on the right. The gift card is white with a red ribbon tied around it. In the top right corner of the card is the AAUW logo (a blue circle with a white classical column). In the bottom right corner, the text "\$25 Gift Card" is displayed in gold and blue. The entire graphic is set against a light gray background.

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Now it is your turn! Good luck!

Open Q & A Nov. 4 – 2 PM PST

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