BOSTON COLLEGE WORLD-WIDE WEBINARS

Evaluating an Offer & The Art of Negotiating

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Today's Discussion...

- Six Major Considerations when Evaluating an Offer
- The Art of Negotiation
- Tools, Tips, & Techniques for Your Next Negotiation
Factors to Consider

- The Marketplace
- Compensation & Benefits
- The Culture
- Yourself
- The Job
- Your Boss
Your New Job

Responsibilities
- Interesting?
- Challenging?
- Hours?
- Flexibility?
- Fun? (Remember... it's work)
- Exposure, Visibility, and Opportunities to Expand

Benefits
- Health Insurance and Your Contributions
- Vacation, 401-K, 403-B, Pension, Sick Days, PTO, Telecommuting, Travel, Office Location, and Commute
- Other Benefits?

The Culture
- Values
- Your Peers
- Casual, Social, Buttoned-Up, or 9 to 5
- Turnover, Glass Doors, and Glass Ceilings
- Potential for Professional Growth, Professional Development, Community Involvement
- Advising and Mentorship

Your Boss
- Management Style
- Have Others been Supervised by Her/Him? Seek Their Input?
- Someone you Admire?
- Will you Learn from Him/Her?
- Interested in your Professional Development?
Salary & Compensation

Information
- Conduct your Research
- Know the Ranges

Data
- Can You Live on that Income?
- Signing Bonuses, Benefits, etc.
- Other Incentives...

The Possibilities
- The Art of Negotiating
The Art of Negotiating

Salary Negotiation - Readings:
- “Getting to YES: Negotiating Agreement without Giving In” - Roger Fisher & William Ury
- “Getting Past NO” - William Ury
- “The Truth About Negotiations” - Leigh L. Thompson
- “101 Salary Secrets: How to Negotiate Like a Pro” - Daniel Pont & Frances Boiles Haves

Salary Research & Resources:
- The Salary Wizard - salary.com
- College Employment Research Institute - ceri.msu.edu
- Economic Research Institute (Salaries) - erieri.com
- PayScale.com
- National Association of Colleges & Employers - naceweb.org
- Boston College and other “Destination Surveys”
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Negotiation in Action......

What if Salary Comes up during the Interview/Selection Process?

- Conduct your research and know your data in advance
- Remain "Open & Flexible"
- Agree without agreeing
- Know when you are being pushed and how to respond

What if Salary Comes up with the Offer?

- Don't hide your enthusiasm
- Ask questions without demanding
- Tolerate silence
- Know when to agree or wait
Tools, Tips & Techniques

- When in trouble... Ask a question!
- Tolerate silence.
- Know when the negotiation is done.
- If you say it, write it down, or agree to it... You own it!
Any Questions?
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