

The Negotiation Protocol

You need to know your value, and you need to know what you value. Make a reasonable estimate on your value (including experience, role, contribution etc). But don't only focus on the number, try to add value on other matters such as more vacation days, home office or responsibility. Often times, employers can be more flexible on these matters.



Never compromise on your number. The number you communicate, is what you believe your value is. Your value should not decrease during the negotiation itself. Make sure you can back up what you are asking for. You should be able to finish the sentence "I ask for X, because..."



Let your counterpart go first. Contrary to popular belief that an "anchor" (the first number in a negotiation) will set you up for success, there are a lot of reasons you should let the counterpart say their number first. What if their number is higher than yours? You might risk leaving money on the table. The only time you should go first, is if you are confident of the possible range of agreement

They hate it too...

Does salary negotiation cause you stress or anxiety? Try to reframe those feelings into excitement, and most important, do not forget that your counterpart is human too. They probably hate it as much as you do.

Salary Negotiation

How to get what you are worth

Salary negotiations can be intense, since one must balance the cooperative approach the ensure they are the right candidate for the job, at the same time one must advocate for oneself in order to secure a satisfying compensation. Salary also tends to loom all other issues during the negotiation, and with good reason. These three tips aim to help you to improve your approach to salary negotiations.

As a negotiation coach, my goal is to accelerate your negotiation capabilities, by focusing on core decision making challenges. Overcome complex negotiation scenarios and learn how to apply competitive and cooperative negotiation strategies to your negotiations.

Whether you are working for an organization, company or are just an individual looking to improve your negotiation skills, my approach will help you emerge better prepared for achieving more effective outcomes at the bargaining table.

To learn more, visit: www.johanthorell.se