



Salary Negotiation

10 Tips to Get the Pay You Deserve

TIP 01 · Research Market Salaries Before Applying

Know your worth before any negotiation begins.

- Use: Glassdoor, LinkedIn Salary, AmbitionBox, Naukri, Payscale
- Filter by: role, city, industry, experience level
- Aim for a range, not a single number

TIP 02 · Never Give a Number First

Whoever speaks first in a salary conversation is at a disadvantage.

- If asked early: 'I'd like to learn more about the full scope of the role first'
- Defer by asking: 'What is the budgeted range for this position?'
- Once they share, anchor high within that range

TIP 03 · Let the Offer Land Before Responding

Silence is a negotiation tool. Don't rush to accept.

- When you receive an offer, say: 'Thank you! I'm excited. Could I have 24–48 hours to review?'
- Never accept or reject on the spot
- This signals you're thoughtful, not desperate

TIP 04 - Negotiate the Full Package — Not Just Salary

Total compensation includes much more than base pay.

- Consider: bonuses, stock/ESOPs, paid leave, work-from-home days
- Health insurance, learning budget, joining bonus
- If salary is fixed, negotiate on these extras

TIP 05 - Use Competing Offers Strategically

Having another offer dramatically increases your leverage.

- Be transparent: 'I've received an offer from another company at X. Your role is my preference — is there flexibility?'
- Don't bluff — it can backfire
- Even a competing interview process (without an offer) shows you are in demand

TIP 06 - Lead with Value, Not Need

Frame the conversation around what you bring, not what you need.

- Wrong: 'I need more because my rent went up'
- Right: 'Based on my experience in X and the results I've achieved in Y, I believe Z reflects fair market value'
- Always anchor your ask in your skills and impact

TIP 07 - Practice the Negotiation Conversation

This is a skill — rehearse it like an interview.

- Role-play with a friend or mentor
- Practise saying the number out loud confidently without apologising
- Prepare for pushback: 'I understand — could we revisit in 6 months with a performance review clause?'

TIP 08 - Get Everything in Writing

Verbal promises during negotiation don't count.

- Ask for the revised offer letter before giving notice at your current job
- Confirm: start date, salary, title, bonus structure, benefits
- Don't resign until you hold the written offer

TIP 09 - Know When to Walk Away

Sometimes the best negotiation move is declining the offer.

- If the offer is significantly below your research-backed floor, it's okay to decline politely
- 'Thank you for the offer. After careful consideration, it doesn't align with my expectations at this stage.'
- Leave the door open — things change

TIP 10 - Negotiate at Every Career Stage

Negotiation is not just for new jobs — ask for raises proactively.

- Time it with performance reviews or after a major achievement
- Build your case 3–6 months in advance with documented wins
- A 10–20% raise stays with you through compound growth for years