



NuHire

INFORMATIVE

Strategies and Tips for Successful Negotiating

Ideally, after an honest and thorough interview process, the offer stage should be exciting and filled with anticipation over the new role earned! However, there may also be elements of your offer that you feel could or should be negotiated. While negotiations at the offer stage can feel stressful and uncomfortable, with the right preparation and approach they can be a breeze.

This guide will help you navigate the negotiation process with intentionality and poise. With the right perspective, reflection on your goals, and expectations, you can earn respect in addition to the offer you are dreaming of.

Topics We'll Cover:

1. Evaluating an offer's value
2. Boundaries for stress-free negotiation
3. Key negotiation strategies
4. Maintaining mutual respect



Best Practices for Negotiation:

Personal + Professional

Have a clear picture of what you ideally want to receive and identify areas you won't compromise. Be sure to evaluate what is important for you personally and professionally. Keep this realistic!

Set Realistic Expectations

It is best practice to share your expectations early, often, and transparently to ensure no time is wasted. Companies must understand your needs for you to be set up for a healthy negotiation.

The Middle Ground

Be prepared to make concessions in some areas. A critical component of healthy negotiations is the ability to meet your counterpart halfway.

Stand Tall

Maintaining a polite and respectful exchange when negotiating is paramount. There should be a reasonable purpose behind the decision to pursue a negotiation that connects to your needs, desires, and expertise. Come prepared with all of the concerns you have, as you should only negotiate once.

Decision Time

By setting realistic expectations and being transparent with your recruiter through the interview process, you shouldn't experience any surprises here. Once you have an offer in hand, work with an expert to evaluate the offer against industry trends, market dynamics, and your needs.



“The most important trip you may take in life is meeting people halfway.”

— Henry Boyle

THE ROAD MAP

Set Realistic Expectations

Set a Goal:

- What are you asking for?
- Why is it important for you?
- What merits the request?

Consider Compromise:

- Consider the compromises you would be comfortable with

Set a bottom line:

- What are you asking for?
 - Why is it necessary for you?
- What merits the request?
- When will you walk away?
- Be confident, thorough, and firm

Accept

Don't negotiate an offer just to negotiate. If your offer is within your expectations you should accept it.

After Negotiating

How does it line up with your expectations?

It aligns:

- Great! Accept it.

[*Check out our First 90 Days Guide for more tips!](#)

It doesn't align:

- Pinpoint the areas the offer is outside your expectations.
- Be firm, and confident, and know when to walk away.

Offer Review

Congratulations! Consult with your recruiter about how it aligns with your expectations.

If it aligns:

- Great! Accept it.

[*Check out our First 90 Days Guide for more tips!](#)

If it doesn't align:

- Pinpoint the areas the offer is outside your expectations.
- Is it reasonable to negotiate? Do you foresee a compromise?

Negotiate

You have determined it is reasonable to negotiate the offer. Here are the best practices:

1. What doesn't align with your expectations?
2. Be polite:
 - a. Don't use ultimatums
 - b. Don't negotiate just to negotiate
3. Gain Perspective
 - a. Consider the entire value of the deal that is being offered
 - b. Don't play too hard to get
 - c. Remember the goal -- the Job!
 - i. Consider career growth

Don't forget...

At any point during this process, feel free to reach out to your recruiter. We went ahead and added the icon below at key points when it might be most valuable.

