



Responses to Six Classic Pay & Benefit Negotiation NOs

It doesn't seem possible that every manager has gone to the same negotiation training but somehow almost all will use the same techniques to put off giving you more money. Here are some classics and responses to help you move beyond them.

Your Research is Wrong

Manager: I don't know where you got your information but we are paying you very well for today's market.

Candidate/Employee: Oh, I'm sure you have more resources than I to do the research. Can you share with me the data you have?

(Do not let this become a debate of data that just takes it off track. Few if any will share their data with you and thus you can get back to the point.)

Manager: Well, I don't have access to it. Our compensation specialist has all of it. Regardless, I don't believe that we are underpaying you based on the market.

Candidate/Employee: Let's say that is true. That the pay is within the pay range for the job – which obviously it is since it is the job – let's talk about the impact I have had or the extra job responsibilities or the title increase or the (fill in blank).

That's the Best we Can Do

Manager: I understand the market may tell you people are getting paid more for this job but that's not us. This really is the best I can pay you.

Candidate/Employee: That's surprising. I know the company has increased its revenue the past 4 years in a row with last year's increase being 10%. Is \$10,000 not available when the company is doing this well?

Manager: Well, I may have reworded it. The budget for my department was determined a year ago and I just don't have it.

Candidate/Employee: In my last year, I have increased revenue/decreased cost by \$X. I plan to do that again this coming year. That opens the budget much more than the \$10,000 we are discussing.

Copyright 2014 Equal Pay Negotiations LLC

Phone: +1 781 219-4801

Web: EqualPayNegotiations.com

Email: Katie@EqualPayNegotiations.com

Twitter: [@KDSalaryCoach](https://twitter.com/KDSalaryCoach)

Facebook: [/EqualPayNegotiations](https://www.facebook.com/EqualPayNegotiations)

That's the Highest Anyone is being Paid

Manager: That's the best I can offer since it is the most anyone would be paid doing that job. Really, you need to keep this between us or there would be hell to pay from the others.

Candidate/Employee: That's interesting but not really the matter at hand. This issue is that the current market value for the job is more than you are paying me regardless of what you are paying the others.

Manager: It's still the best I can pay you.

Candidate/Employee: I know companies often change a person's title to make a salary change. Would that help you out with your problem? Something like Senior XYZ?

You are not Experienced Enough

Manager: That is what we pay people with more experience than you. You need to bide your time before you earn that.

Candidate/Employee: I understand pay is based on education, experience, and accomplishments. I can't help but believe accomplishments like \$X increase in revenue/decrease in costs is more important than warming a seat for 3 more years.

You are Not as Good as You Think

Manager: Hey, you are lucky to have a job in this economy. Why do you think you deserve more than that?

Candidate: I figure you would not be offering me the job because I'm just lucky. In this economy, I must have been better than quite a few candidates.

Employee: I don't think you would keep me around out of luck. I've been good enough to survive the past layoffs. I've been good enough for the added responsibilities. I've been good enough to increase revenue/decrease cost by \$X.

Pushing to Next Year

Often managers will say this year's budget has been decided and offer to review the situation in another six months or year with you. Notice the offer is just to review. It is not a commitment to a raise.

Manager: Look, I would love to help you but my hands are tied. This budget was decided 5 months ago. I've got nothing to work with here. How about we conduct mid-year performance review.

Candidate/Employee: Thanks for the offer but I'm not sure how a review addresses the issue. I would consider a raise mid-year that is retro active to my start date/today.

Copyright 2014 Equal Pay Negotiations LLC

Phone: +1 781 219-4801

Web: EqualPayNegotiations.com

Email: Katie@EqualPayNegotiations.com

Twitter: [@KDSalaryCoach](https://twitter.com/KDSalaryCoach)

Facebook: [/EqualPayNegotiations](https://www.facebook.com/EqualPayNegotiations)