Negotiation Practice Cheat Sheet

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"Unfortunately we can't afford to pay more in this economy, that's just the way it is"	"It is a difficult situation, I would agree with you. Although I would actually look at it as an investment in finding the right candidate for the position. In fact, I think that's even more important in a down economy, because the right person can help you turn that around -- and that's exactly what I can do. With that in mind, what more can we do here?"
"We pay all our [Job Title] employees this much and that's final."	"I totally understand where you're coming from. Having similar pay among staff members of a similar job titles I can definitely understand, because (I know) that people talk, it could negatively impact team and culture dynamics -- I do understand. However, I do believe there's is a bit of a gap here, and I need to consider the fair market value for this role. I've been seeing what the market is like right now, and it's more in the $X-Y range. Can we work something out within this range?"

“We have a standard process for determining who makes what, and this is the number we came up with.”	“Absolutely, and you’re wise to do that. A standard process definitely makes sense as a starting point. Yet, I think I’ve demonstrated that what I bring to the role goes above and beyond the ‘standard candidate’ -- for example, we discussed A, B and C. So I’d like to talk about a range of compensation that matches those differences.”
“Why don’t we discuss this later?”	“We can absolutely re-visit this in the future, and I thank you for wanting to do that. I completely get the need to evaluate based on performance, in fact I agree with that method. That being said, I would like to take some time now and discuss this a bit further today, because -- while a conversation in (later) in 6 months would be great -- I would still be taking a risk coming in at this level of compensation. I’m not saying I need $X, (the whole asking amount) right now, but I do need to commit at a level of compensation that offsets that risk and reflects my current level of experience.”
“It’s not in our budget.”	“Boy do I understand!” I’ve been in your position before and when times are tough and you have a budget to work within I get it! I agree that for an average candidate a budget is a necessary place to start. The thing is I know that I will make an above-average impact in this role. The purpose for me taking this job would be to make an above-average contribution and I would ask that coming in my salary reflect that. I can also understand that hiring the wrong person for you is a risk, and with that said an investment in the right person can save you a lot of money in the long term.