HOMEWORK

1. Affirmations, Baby

Take an index card or a piece of paper and write an affirmation for you to repeat to yourself as you prepare to negotiate.

It can be as simple as this:

"I am worthy of negotiating," or

"I will choose to advocate for what I know I'm worth."

In the week or even month leading up to negotiation, tape it to your bathroom mirror or stick it in the visor of your car, and repeat the affirmation to yourself every time you see it.

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2. Get Your Data

Research two sources of salary data. Print them out, highlight the data, and staple them together. (You can also save the data digitally.)

Start a conversation about salary with two different colleagues on LinkedIn or over email. Others you can ask might include previous bosses or coworkers, recruiters, folks you met at networking or industry events, etc.

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3. Interview Prep

Check if the “What is your current salary?” question is illegal in your state. If it’s not, start planning how you’ll respond if it comes up in the interview, as well as how you’ll respond to being asked your desired salary. As a reminder, you don’t want to give a number first.

Practice responding with a friend!

To prepare for a scenario where the person you’re negotiating with won’t budge, create a package deal of other negotiables besides salary.

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