

ANSWERING SALARY QUESTIONS

What salary do you want?

What salary do you have in mind?

What salary are you looking for?

What is it going to take to get you on board?

- I'm sure you have a figure in mind. What have you budgeted for the position?
Makes it sound like another business transaction.
- I believe that salary should be based on the responsibilities of the position and what that person can contribute. I would like to learn more about the responsibilities of the position, so I can better discuss what this job is worth. What do you believe the job is worth based on the responsibilities you are aware of in regards to this job?
- Salary is important to me, and also quality of the company and the level of responsibilities are of great interest as well. It is more important to me to be sure that the position is a right match for my skills and interests.
Stress that you are looking to make a long-term commitment in a company and a career. You are willing to be flexible if necessary regarding compensation.
- Compensation is an important issue. However, my goal is to pursue positions that will allow me to maximize my strengths and solve significant challenges within the organization. I am looking for a strong fit between my skills and what the company needs. When that happens, I'm sure the compensation will match appropriately.
- Let's determine if I'm what you need, and if your company is what I am looking for. Could we discuss salary a little later?
- I'm sure we can come to a salary agreement if we both agree that I am the right person for this job. If possible, I would like to agree to talk about the salary later.
- Let's see how I can make you money, or save you money. Then I am sure you will be willing to make an investment in me that we both can agree to.
- Frankly, salary is not so much a concern to me, as knowing if I can meet your needs. I understand the requirements to do this job as _____. Is that right?
- I am pleased that you have something fair and reasonable in mind. May I ask you what you have budgeted for the position?
- I am certainly prepared to discuss money in specific terms, after we have mutually agreed on job requirements and scope.
- If forced to respond: I understand the market is paying \$__ to \$_____ range. What range are you thinking of for this position?
- For my part, I am interested in finding the position that has the challenge, growth possibilities and people with whom I can enjoy working. So far, this position seems to have it all. The commitment, the people and a contributing role for me. While money is important, I am not locked into a set figure. What kind of salary range did you have in mind for this position?

What are you making now?

What is your current salary?

What are your past earnings?

What did you make in your last position?

- Salary won't be a problem. But, I am not exactly sure what the job is, so maybe we can talk more about that. I'm flexible and I am sure that when we come to some agreement on the job, we can work out the salary.
- I am compensated well right now, and I have worked hard for it. But, I would hesitate to tell you what it is, because I am concerned it will put you off. I know that salary will not be a problem. I am a fair person, and I am sure you are too. I know we will come to an agreement.
- I'm being paid very well and I believe I am worth it. But, I am very interested in your company, and I am willing to make an investment in this. As far as I'm concerned, salary won't be a problem.
- Frankly, I always keep that sort of information confidential. Partly, because I think I owe that to my past employer, but mostly because I think it would be misleading. I am sure you can understand why.

Why?

- Well, if what I earned was higher than what you wanted to pay, you might think that I'm overqualified. If it's under, you might think me underqualified. I would prefer to be judged on my ability to do the job. What did you have in mind?

If you are forced to give an answer...

- My current compensation package is in the range of \$____. My research indicates your company has a competitive salary philosophy. Am I correct?
- I am earning very good money right now in the \$__ to \$__ range, depending on bonuses. But, I am very interested in your company, and I know we can work something out.
- I made in the (high or low) range.
- My current position is worth \$____. However, it seems that positions like mine in the market place are worth a base salary of \$_____.

What salary are you worth?

- An employee's worth is measured by his or her contribution to an employer. I expect to contribute and to be paid a salary commensurate with that contribution. I know you will be fair. Otherwise, I would not have applied to your company.
- Once hired, my first priority is to do the job I'm being paid to do. If I perform well, I would expect to advance accordingly. However, money is not foremost in my mind. Too much concern about the paycheck can lead to a poor attitude and result in a poor job. As long as my focus is doing the best job possible, I doubt you will have anything to worry about.

What would you like to be earning (two, five or ten) years from now?

- At any point in my career, I'd like my salary to keep pace with inflation and be competitive with what similar positions pay.
- However, I don't see myself as an "average" employee. I always strive for excellence and never settle for anything less than "above average". So logically, my income should reflect that.
- If a company earns a return, I would expect the higher the rate of return the more it should invest in its' people. If I'm not performing at anytime, I should not be here. I have no illusions about employment as a value for value relationship.

What is your salary history?

- I would be happy to give you specific numbers and percentage of my increases from year to year. But, I am not able to recite them from memory now. Salary just is not as important to me as an opportunity.
- At every salary review, I received merit increases. My salary has always been a reflection of my work progress and contribution to my employer's success. Anything less than that does not work for long.
- Have you ever been turned down for a salary increase?
- I have not had to "ask" for a "raise". My performance evaluations were always positive and my salary reviews have consistently resulted in increases.

Do you expect to be financially rewarded for the work you consider to be well done?

- Not necessarily. In the world of work, the rewards don't always follow the effort.
- Like most people, I want my income to increase. But, I realize that there are other considerations too. Recognition in the form of monetary reward is always gratifying, but it can be more fulfilling to meet a challenge with success and see the results of my efforts on the job. That is a personal type of reward no amount of money can buy.
- The feeling I get when my extra effort results in excellence is also reward.

What is your minimum salary interest?

- Talk about your interests more in making a contribution. Then, match your salary to the company's needs. Following this salary match, ask a question about responsibility.
- If forced to give an answer, respond with a range. The midpoint of market range should be the minimum of your salary range.
- Know the salary market and know your contribution, so you are above average.