



Questions You Need to NAIL!

What Salary are you looking for?

The answer to this question is very important to us all. We put a lot of pride in the work we do and want to be fairly compensated for it.

Before I delve in to the answer for this I want you to remember 4 things:

- *Get a good understanding of your market worth* by checking your skill level with what is being paid in industry for the skills and experience you have to offer. You can do this through trade magazines or websites etc., check on recruiting sites as they often have salary calculators for specific regions or anywhere else you may learn about your skills and their value.
- *Research the company to find out how they pay.* You can do this by checking their website, with other staff you know that already work there etc. Do they pay above market, with the market or below?
- *Never ask about salary or benefits in the interview process.* Always let the employer bring the subject up. If you bring it up, the employer may think you are only interested in the money.
- Unless you are very comfortable with what you want to earn and not willing to settle for anything less, you should *try and get the employer to provide you with what they are willing to pay* before you tell them what you want. Think of this as selling a great product. You would never talk price before you know all the other details. Your job here is to make the company want you because that will leverage your bargaining power.

Let's use two examples to help you with this. The first is that you may be asked this question in the telephone prescreen, so let's start with that. The scene is that the interviewer is telling you about the job, asking you questions about your resume and then they ask "What are your salary expectations? If you have done the research above you know more about the company and that it is somewhere you want to work. Your answer can be something like "I would be happy to provide you with that information but I would like to get more details about the job before I give you a specific answer. I see from your website (or my market research) that you pay market competitive rates, are you able to share your salary range with me?" If the company is open and transparent their response will be to share their salary range...then they will ask "Do your expectations fall within that range?" Your answer will be either "Yes" or "No". In some cases, it can be this simple.



The second example could be in an interview if you are asked this question before you have had a chance to talk about your skills and qualifications. Your response could be “Money is important to me but not my main concern. I’d like to learn more about the job, how my skills fit and if I’m the right candidate before we review money. Is that ok?” If their answer is yes, then you carry on. If they press you for an answer, it could be something like “I want an income to correspond with my skills and abilities and I trust you will be fair. Can you tell me what this position pays?” Again you are putting it back in their court.

Since most employers are honest and upfront, they will share their salary range information. If you find through these questions that they are frustrated with you and continue to pressure you then at that point give them a range you are comfortable living with. However, if you find yourself in this situation, it raises a red flag about what this means about the company as a whole. Do more research at this point and have some good questions handy to ask them.

I have one more question that has been forwarded. It is “*If I were to call your previous supervisor, what would they say?*” This is one you need to be prepared for, especially if you had a rocky relationship.

If you have any more questions that interviewers may ask and you would like support with the answer, please forward them as soon as you receive this article. I’m happy to keep this weekly series going as long as you want. I’m thankful you gave me 7 more questions than what I started with. After this series is over I will go back to monthly articles with timely advice. If you want to hear about something in particular, just let me know and I will do my best to write about it for you.

Take care,

Lotte