

Evaluating Offers & Negotiation Strategies for MSBAs

# Salary Research

Though you should never raise the topic of salary during an interview, it is critical to begin the interview process with a clear understanding of the average annual salary range for a particular position for someone of your qualifications, within your geographic region, and within the industry and company, you are considering. The Chase Career Center recommends the following resources for salary research:

* [Salary.com](http://www.salary.com/category/salary/)
* [Payscale.com](http://www.payscale.com/)
* [LinkedIn.com](https://www.linkedin.com/salary/)
* [CareerBliss.com](http://www.careerbliss.com/salary/)
* [Glassdoor.com](http://www.glassdoor.com/Salaries/index.htm)

The following resources are excellent for industry and job function research:

* [Bureau of Labor Statistics](https://www.dol.gov/general/topic/statistics/wagesearnings)
* [America’s Career InfoNet](http://www.careeronestop.org/Toolkit/ACINet.aspx)
* [Occupational Outlook Handbook](http://www.bls.gov/ooh/)

# Evaluating an Offer of Employment

Base starting salary is not the *only* factor in the offer evaluation and negotiation process. Companies offer varied benefit packages beyond just a starting base salary. Before accepting or declining an offer of employment, be sure you fully understand all aspects of the offer, which may include:

* Career Growth/Trajectory
* Opportunities for Advancement
* Compensation (fixed and incentive, or variable)
* Health Benefits
* Retirement Benefits
* Paid Time Off

# Best Practices for Negotiation

**Maintain Professionalism:** Salary negotiation is business, not personal. Successful negotiation requires a non- emotional, evidence-based communication strategy that clearly outlines the skills or experiences that warrant further consideration. The successful candidate will demonstrate excellent interpersonal communication skills, flexibility, and a willingness to compromise, throughout the process.

**Understand the Market:** Researching the role, industry and company will help you navigate potential barriers.

**Know your Worth:** Self-assess and be prepared to communicate your value, confidently and respectfully. Before attempting to negotiate, weigh the possible outcomes and be prepared to make your decision accordingly, should the negotiation not go in your favor.

**Lead with Gratitude:** Always communicate your gratitude and appreciation for the opportunity and offer. Should you decide to decline the offer after the negotiation process, maintain your professionalism as you may cross paths with this recruiter or company again.

# Big Interview: Negotiation Curriculum

Big Interview, the Chase Career Center’s online interview practice and preparation platform, is an excellent resource for negotiation strategy and execution. To access the Negotiation Curriculum, access Big Interview from the Chase Career Center website, or directly, here: <https://isenbergumass.biginterview.com/>.

Once registered and logged in, navigate to the *LEARN* tab, and select Negotiation Curriculum from the drop- down menu (see screen-shot below). You may view the full module, or access individual topics as relevant. The following modules are included in the Negotiation Curriculum:

# Part 1: Negotiation Basics

* Introduction
* How Negotiation Works
* Negotiation Stages
* Influences on a Negotiation

# Part 2: Negotiation Strategy

* Sources of Resistance
* Planning Your Negotiation
* Researching Your Worth

# Part 3: Advanced Negotiation Techniques

* Persuasion Techniques
* D.I.S.C. Personality Styles
* Negotiating with Different D.I.S.C. Personalities
* Figuring Out Their Personality Type

