



**But, what if...?**

**I don't negotiate?**

# Let's negotiate

## Gilbert (23 years old)

Starting salary: \$50 000

Negotiates: \$0 increase

## Gilbert (60 years old)

Current salary: \$104 034

## Valentine (23 years old)

Starting salary: \$50 000

Negotiates: \$3,000 increase

New starting salary: \$53 000

## Valentine (60 years old)

Current salary: \$110 276

Extra earnings over 37 years:  
Valentine \$165 344 > Gilbert

# Ask with a “RAAR”

**Research** information, standards, expectations from similar departments/institutions

**Ask questions** at the table and from colleagues, friends, superiors, mentor(s), people in the field

**Appearance** matters as much as what you say

**Reaction** to the responses and possible rejection

**“RAAR” - Research**

# E-information sources

- <https://www.payscale.com>
- <https://neuvoo.ca/salary/>
- <https://www.glassdoor.ca/>
- <https://www.monster.ca>
- Company website  
([www.algonquincollege.com/hr](http://www.algonquincollege.com/hr))

# P-information sources

- Which colleague has been at the organization the longest?
- Which are the social cliques in the office?
- Who has the most recent “gossip”?
- Which colleague is the most connected or resourceful?

“RAAR” – Ask  
questions



# Sample questions

**“How is the salary calculated?”**

**“What professional opportunities are available for employees?”**

**“What type of insurance is included?”**

**“When are the upcoming discounts?”**

**“How might I benefit from a discount if I purchase today?”**

**“How does your company reward loyal customers?”**

**“How do you match competitive offers?”**

“RAAR” -

Appearance

**“RAAR” - Reaction**

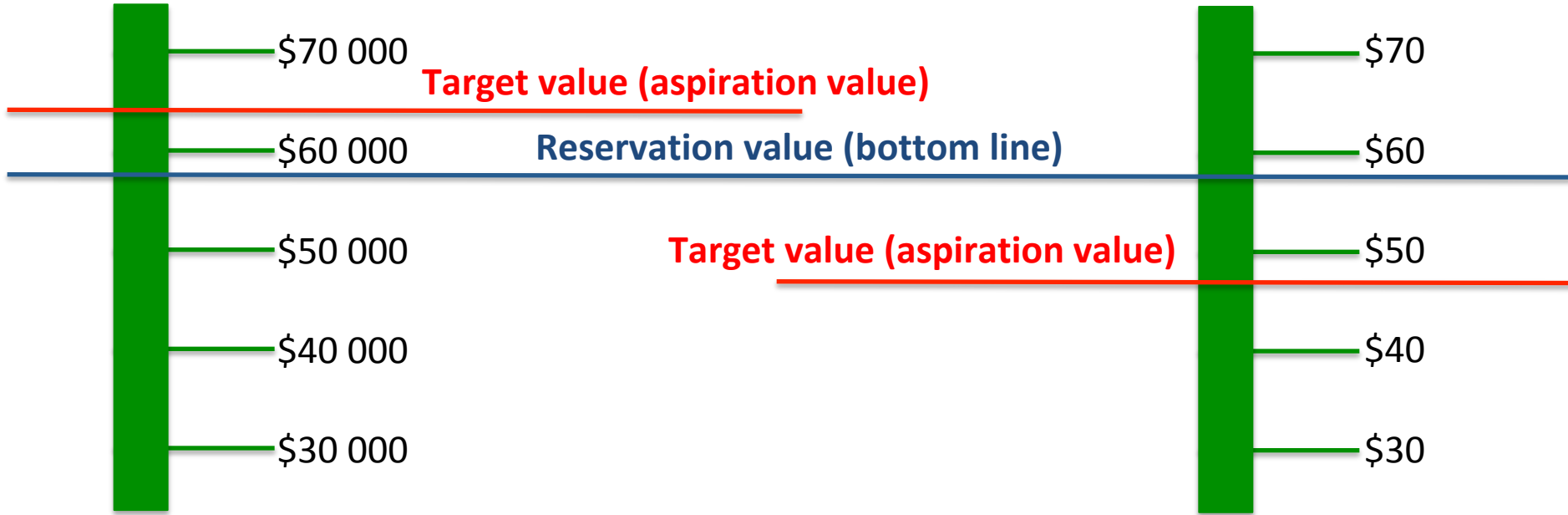
# **BATNA**

**(Best alternative to a negotiated agreement)**

# Acceptable OR NOT?!

Salary

Purchase



Source: Babcock and Laschever, 2008

# Bargaining power

## Technical skills

- Technical skills
- Language abilities
- Unique talents

## Formal training

- Education/training

## Work experience

- Employment
- Volunteer experience

## Soft skills

- Leadership skills
- Team building abilities

## Intangible value

- Reputation
- Client connections/influence
- Support of powerful mentor

## Positioning

- Strong BATNA (you)
- Weak BATNA (opposite side)

# Homework!

**Week 1: Ask for something you are pretty sure you will get**

**Week 2: Ask for something you might not get but will not be upset if rejected**

**Week 3: Ask for something you really want**

