



How to negotiate a job offer

Negotiating a job offer can be challenging. While you may be excited to receive an offer, you also may be disappointed by the compensation package offered. How do you negotiate without creating negative emotions?

According to research, the majority of employers expect to negotiate salary. Here are some tips to keep in mind as you consider your job offer.

1. Know what others in your field with your level of experience in your geographic area are making. Knowing the compensation range will help you determine your market worth and salary range.
2. Consider the whole compensation package not just the salary. Other things to consider when evaluating an offer and determining what you want to negotiate include:
 - Health and dental benefits
 - Flex schedule or work from home
 - Tuition reimbursement for student loans
 - Financial and time support for continuing education
 - Child care cost assistance
3. Use these resources to help you create your counteroffer
 - *Know your worth* tool and salary search tool at www.glassdoor.com
 - <https://www.thebalancecareers.com/how-to-negotiate-a-counter-offer-for-a-job-2063441>
 - <https://news.continuingstudies.wisc.edu/negotiate-for-what-matters/>
 - Ask your academic program if recent graduate placement statistics are available.

