

5 moments of salary negotiation

1

Before accepting the offer

Research: Try *Glassdoor's Know Your Worth calculator*.

Prepare: Use your research to draft key points that justify the ask.

Negotiate: If the answer is no, ask for an early performance review for a salary increase, and get the promise in writing.

2

When starting a new role

Document: Keep track of your key accomplishments and milestones.

Add value: Explore what projects you could take on that would benefit the company and expand your skills.

Learn: Get familiar with the company's review cycle.

3

6 months into your role

Measure your impact: Keep documenting your impact, noting any new duties, and ask for peer feedback.

Plant seeds: Start to lay the foundation for a future discussion and learn what it'll take to advance.

Get advice: Ask your peers for tips, using a workplace community tool like *Fishbowl*.

4

1 year into your role (or performance review time)

Check company performance: If it is doing well, revisit the conversation or start one and bring your research.

If the company is struggling, ask your manager for a better time to revisit the conversation.

5

1-2 years into your role

Speak up: You've been in your role for a while, so it's time to formally ask for a raise

Shine your light: Share your accomplishments, emphasizing the value you've brought to the company

Know your number: Come prepared with an amount and your research to justify it.