

FREE RESOURCE



THE **SALARY** **NEGOTIATION** CHEATSHEET

Master 27 common arguments

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BEFORE WE START...

I´m so happy that you found this cheat sheet! Practice - and I know that you will be successful in your next salary negotiation! Don´t forget to negotiate benefits beyond salary, like bonuses, PTO or training opportunities

I love success stories - connect with me on LinkedIn and let me know how your negotiation went.

Wish you all the best.

Maria

27 COMMON ARGUMENTS AND

HOW TO ADDRESS THEM

“WE CAN’T AFFORD IT RIGHT NOW.”

“I understand budgets can be tight. Could we revisit this conversation in three months? In the meantime, I’d love to discuss other ways to align my compensation, such as bonuses or additional benefits.”

“YOUR ROLE DOESN’T JUSTIFY A RAISE.”

“I’d like to share specific examples of the value I’ve brought to the company and how I’ve exceeded expectations. For example, [insert measurable achievements]. I believe these contributions merit a conversation about adjusting my compensation.”

“OTHER EMPLOYEES ARE PAID THE SAME.”

*“I understand that consistency is important, but I’d like to highlight the unique value I bring to the team through [specific skills or achievements].
I believe these contributions set me apart.”*

“YOU’RE ALREADY PAID COMPETITIVELY.”

*“While I may not have as much experience as others, my track record shows that I deliver results.
For example, [insert example]. I believe this demonstrates my ability to exceed expectations.”*

“WE’LL REVIEW YOUR SALARY NEXT YEAR.”

“I appreciate that, and I’m happy to revisit this discussion. In the meantime, can we agree on specific goals or milestones I can achieve to make this conversation easier when we revisit it?”

“WE DON’T NEGOTIATE SALARIES.”

“I understand that, but based on my market research and the impact of my contributions, I believe my request is fair. I’d be happy to discuss how we can meet in the middle.”

“THIS IS THE STANDARD OFFER FOR YOUR POSITION.”

“I understand that’s the typical range, but based on my experience, skills, and the value I’ll bring, I’d like to propose a slightly higher number. Can we explore that?”

“WE’RE IN A HIRING FREEZE.”

“I understand the constraints, but I’d like to highlight that my performance and contributions, such as [examples], merit consideration. Could we explore alternative forms of recognition, like a bonus or additional benefits, for now?”

“RAISES ARE TIED TO PROMOTIONS.”

“That’s helpful to know. Can we discuss what steps I can take to position myself for a promotion and salary adjustment? In the meantime, could we explore a small interim raise to reflect my current contributions?”

“YOUR PERFORMANCE IS GOOD, BUT NOT EXCEPTIONAL.”

“I appreciate the feedback and would like to better understand how I can elevate my performance. In the meantime, I’d love to discuss how my current contributions, such as [specific examples], justify a salary adjustment.”

“WE’RE OFFERING GREAT NON-MONETARY BENEFITS INSTEAD.”

“I appreciate the benefits and value them. However, I’d like to discuss how my compensation aligns with my contributions and market standards, as financial growth is important to me as well.”

“WE’VE ALREADY GIVEN YOU A RAISE THIS YEAR.”

“I appreciate the raise earlier this year. However, since then, I’ve taken on additional responsibilities and delivered results that go above and beyond my role. I’d love to discuss how we can reflect that in my salary.”

“YOU HAVEN’T BEEN HERE LONG ENOUGH TO ASK FOR A RAISE.”

“I see the need to prioritize, and I respect that. However, my contributions directly impact our department’s success. For example, [specific results]. Could we explore a timeline for addressing my request?”

“THE ECONOMY IS UNCERTAIN RIGHT NOW.”

“I understand the current economic climate, but I’ve continued to deliver strong results despite the challenges. I’d love to discuss how we can reward my contributions while keeping the company’s situation in mind.”

“YOUR REQUEST DOESN’T ALIGN WITH COMPANY POLICY.”

“Thank you for sharing that. Could we explore other options within the policy framework, such as bonuses, professional development funds, or flexible benefits, to reflect my contributions?”

“WE NEED MORE TIME TO EVALUATE YOUR PERFORMANCE.”

“I’m happy to provide more examples of my recent achievements, such as [specific accomplishments]. Could we set a timeline for a formal review so I can continue building my case?”

“YOU’RE ALREADY WELL-COMPENSATED FOR YOUR LEVEL.”

*“I appreciate that, and I’ve done some research into market benchmarks, which suggest there’s room for adjustment.
I’d love to discuss how we can align my compensation with my contributions and market standards.”*

“WE DON’T OFFER RAISES DURING PERFORMANCE REVIEWS.”

“Thank you for clarifying. Could we schedule a separate discussion specifically about my compensation? I’d love the opportunity to share my case and discuss options.”

“YOU DON’T HAVE ENOUGH EXPERIENCE FOR A HIGHER SALARY.”

*“While I may not have as much experience as others, my track record shows that I deliver results.
For example, [insert example]. I believe this demonstrates my ability to exceed expectations.”*

“YOUR REQUEST IS TOO HIGH.”

“I understand that, but based on my market research and the impact of my contributions, I believe my request is fair. I’d be happy to discuss how we can meet in the middle.”

“OTHER DEPARTMENTS ARE GETTING PRIORITY FOR RAISES.”

“I see the need to prioritize, and I respect that. However, my contributions directly impact our department’s success. For example, [specific results]. Could we explore a timeline for addressing my request?”

“YOUR SALARY WAS COMPETITIVE WHEN WE HIRED YOU.”

“That’s true, and since then, I’ve taken on additional responsibilities and delivered measurable results, such as [specific examples]. I believe my current performance warrants a discussion about adjusting my compensation.”

“THE COMPANY HASN’T MET REVENUE TARGETS THIS YEAR.”

“I understand the company’s priorities. That said, my contributions have directly impacted our team’s success, such as [specific results]. Could we explore a raise that’s feasible given the current constraints?”

“YOUR ROLE DOESN’T HAVE GROWTH POTENTIAL RIGHT NOW.”

“I understand. In that case, I’d like to discuss how I can expand my role or take on additional responsibilities to justify a salary adjustment.”

“OUR BUDGET FOR RAISES IS LIMITED THIS YEAR.”

“I understand budget constraints can be challenging. However, my contributions, such as [specific achievements], have positively impacted the company’s goals. Would it be possible to explore other compensation options, such as a one-time bonus, additional vacation days, or professional development opportunities, to recognize my efforts?”

“WE TYPICALLY DON’T NEGOTIATE SALARIES AT THIS LEVEL.”

“I understand that may be the usual practice. However, I’ve taken on responsibilities beyond my role, such as [specific examples], which have added significant value to the team. Given these contributions, I’d appreciate reconsideration of my salary to reflect the added scope of my work.”

“YOU’LL NEED TO WAIT FOR THE NEXT BUDGET CYCLE.”

“Thank you for sharing that. Could we schedule a follow-up meeting to revisit this conversation during the next budget cycle? In the meantime, are there any non-monetary benefits or interim rewards we could explore?”

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Executive Coaching for
professionals and teams



*I don't do cheerleading.
I help professionals get results by treating their career
and rebrand like a business strategy, not a hobby.*

:) Maria