



Women's Worth Workshop Key Points

Know your worth in the marketplace. Do the research; don't assume you know. Go to indeed.com and put an occupation in the key word section by your city. Note how many positions are available in that discipline in the top right hand corner. A high number signifies an opportunity; a low number signifies a job shortage. Stay away and rethink how you can transfer your skills. Continue to observe the pay levels listed in the job description. It gives you a sense as to what the market is paying for a particular skill set.

When preparing to negotiate, remember **RSVP**:

Research extensively using easily accessible on-line tools to determine what your experience, role and capabilities are in your functional area and region.

Structure your Needs/Flexibility outline. Identify what your "must-haves" versus "nice-to-haves" are, and determine what trade offs are workable for you (i.e. less base salary for more vacation days).

Value your applicable transferable skills and accomplishments. Use others as a sounding board and practice articulating your capabilities succinctly

PNP: Positive-Negotiate-Positive = surround your requests with positives.

For example:

(Positive) "I am so excited to receive this offer from XYZ Company. The growth that your company is undergoing is impressive and I would love to be a part of that dynamism.

(Negotiate) "However, I was hoping for more on the base salary and would like to know what kind of flexibility you might have..."

(Positive) "...because I'm looking forward to bringing this to successful closure and setting a start date."

TIPS FOR WOMEN

- Speak up. Don't hang back or wait to be “discovered.”
- Be direct: Speak simply & strongly.
- Do your homework: Be ready with evidence & arguments.
- Be prepared to take it & and dish it out: "Roasting and boasting."
- GRAVITAS: Slow down. Speak from your center, not your throat.
- RISK!