

“What should I tell the company when they ask what I want their offer to be?”

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[Paysa](#) has your back when it comes to salary negotiations

Negotiating an offer or a raise is one of the most daunting tasks a worker faces. It's hard to know how much power you have and how much leeway the company has. And the stakes are high; your initial offer affects your pay for years, even decades.

Your best tool for negotiation is data, and a site called Paysa offers information and support for your next negotiation.

[Paysa](#) allows you to evaluate your current salary to see if you're due for a raise based on the local market.

You enter your title, location, salary and hire date, and [Paysa](#) searches its database to compare your salary to users whose titles are a close match. You can also evaluate offers.

I put in a couple of scenarios based on local job postings, and [Paysa](#) recommended specific counteroffers based on an average of 1,500 comparisons.

The site also offers resources to help you manage conversations. In an article about how to negotiate offers, [Paysa](#) cites four critical factors: your personal compensation history, your market value, your alignment with the company's internal peer class and what both sides want. The article offers clear, professional scripts for navigating compensation questions during the interview process. Gems like “Role/team/ opportunity is the most important criteria for me, but I wanted to bring up compensation to ensure we're on the same page” will position you as a savvy and confident negotiator.

The site covers components of an offer such as bonus structure, benefits and equity.

[Paysa](#) gives you strategies for offers that come in as expected (celebrate!) and those that are lower than expected.

The tone of the scripts is always polished and thoughtful: “However you want to look at it, the employer has taken a meaningful step in extending an offer of employment, so it's important to treat any such gesture with the appropriate level of seriousness and consideration.”

One of your options is to hold the offer in your back pocket while finishing a series of interviews with other companies.

[Paysa](#) recommends asking how long the offer will be in effect.

Most companies will pressure you to make a quick decision, but you might buy more time by being transparent about this offer coming early in your search and that you'd like some extra

time to finish remaining interviews, so that you and the company can be confident that you're making the right decision.

You run the risk the offer could be rescinded, but you also demonstrate you're a valuable and sought-after candidate, which may prompt the company to sweeten the offer with a signing bonus or other concession.

The resource articles also offer advice in the form of frequently asked questions.

"What should I tell the company when they ask what I want their offer to be?" "You should only share this information after the company makes their initial offer. Until then, you should stand firm on the position that you're looking for the most fair and competitive offer given experience and expected contribution to company."

You can register to add your salary to the database and search for jobs. The site is designed for professional and tech candidates, and there were a good number of Jacksonville jobs listed — all with details about salary, of course. Find more at [Paysa.com](https://paysa.com).

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