Affirmations & Reflections: Negotiate Your Salary

Bonus material for uniquestoremarket.com's "How to Negotiate Your Salary with Confidence" guide. A handout to keep nearby while you work through the five chapters, or to read one per day.

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1 **I write down my pre-research number so I can see the gap.**
Reflection: What number would I be pleased with, and what does the market data actually say?

2 **I need three numbers, not one: a target, a floor and a walk-away.**
Reflection: Which of the three do I not yet have written down with evidence beside it?

3 **A number without evidence is a wish; a number with evidence is a proposal.**
Reflection: What evidence stands behind the number I have in mind right now?

4 **Three pieces of evidence is the right count: fewer looks thin, more sounds like pleading.**
Reflection: Which three achievements are most relevant to this role, rather than most flattering?

5 **Under pressure almost nobody remembers their own achievements, so I write them down in advance.**
Reflection: Could I say my three sentences aloud today without looking at notes?

6 **I only state a range whose floor I would genuinely accept.**
Reflection: If they said yes to the bottom of my range, would I be glad or resentful?

7 **Asking for the budgeted range is normal, not aggressive.**
Reflection: Have I checked the local disclosure rules, or am I assuming I can't ask?

8 **There are only three answers I can get: yes, no and not right now.**
Reflection: Which of the three do I have the weakest prepared response for?

9 **A no is a question in disguise.**
Reflection: What would need to be true for my number to work, and could I ask that calmly?

10 **A not-now only becomes progress when it has a date and a measure.**
Reflection: Where have I accepted a vague "later" in the past, and what happened to it?

11 **Nothing agreed verbally exists until it's written down, and I can be the one to write it.**
Reflection: What would my follow-up email need to say to leave no room for two different memories?

12 **Accepting while staying resentful costs me the next increase too.**
Reflection: If the answer stays no, which of the four options would I honestly take?