

5 Tips for Negotiating Your Salary Like a Rockstar and Asking for the Salary You Deserve

While the gender pay gap persists, salary history bans and salary transparency laws are pushing employers to create equitable pay structures. With these rules in effect, women have more of an opportunity to advocate for themselves and close that gap!

An experienced legal recruiter can help you navigate an offer and guide you through negotiations.

Visit [MLAGlobal.com](https://www.mlaglobal.com) to connect with a recruiter in your area.



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TIP 1: Wondering if you are underpaid?

Do your research, talk to your peers, speak with a recruiter, and utilize various compensation and benchmarking reports to determine what you should be getting paid for your role, industry and experience level.

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TIP 2: Not looking to move but want to ask for a raise?

Approach your current employer with the data and benchmarking information you have found for your role and begin the compensation conversation armed with hard facts.

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TIP 3: Interviewing and want to find out the salary range for the role?

Ask the company to provide a range before you share your expectations. You don't have to tell them your current salary unless you want to disclose (there are reasons to do so and not to do so).

Keep in mind: Salary ranges can vary widely, so make sure your expectations are clear as sometimes companies are remiss to pay at the higher end of the range.

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TIP 4: How much should cost of living differences play into the offer?

If you are relocating, it should play into the offer. Use an online calculator to measure the difference between where you live now and where you are moving to, then create mental estimates of how much more salary you will need. Most employers will use their own internal calculators and you should expect a difference between their estimates and what you find.

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TIP 5: Should you always counter an offer?

You do not always need to counter; sometimes it is just a great offer that might even be above expectations. However, if you are going to counter, do it all at one time. A prolonged back and forth puts a strain on the future relationship.