

THE PROMOTION: EMPLOYEE

Instructional Page | Scenario #1

There is no time limit for this practice negotiation but try to keep it under an hour. Take about 15 minutes to read the following page and make notes about your strategy, questions you want to ask, and so on.

As you head into this negotiation keep in mind that you are driving this negotiation, you will need to ask for what you want. Don't be afraid to renegotiate salary and be tough, and ask questions.

Be ready to ask for other things besides salary, and don't be afraid to do so.

- *Besides the base pay, what other benefits are negotiable?*
- *Do you have any reservations for me taking on this promotion?*
- *Is the price I am asking within the salary range?*

Don't worry about getting a no, that's when a negotiation truly takes place!

Be sure you're making the best case for yourself.

Feel free to make this scenario your own and ask questions that come naturally to you, this should represent a real experience you're learning from.



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Situation Description

You have been working for a major Technology firm: **Techno Inc.** in Denver, CO for the past three years, in that time you have never been technically “promoted” but your title has changed several times. Each time you have had a change in title (from employee to coordinator to a manager) it has brought on more responsibilities and more people to manage.

You are very adaptive and despite these roles, changes are consistently on top of your work and always have your projects done well before the actual deadline. Though you are known to sometimes run late and have inconsistent hours, your team members know you will always come through to get work done and get along well with everyone in the office.

Additionally, you have started to enjoy the designing aspect of technology and have been adamant about learning new skills for yourself in your limited downtime, these skills have been criticized for giving excellent presentations to the new 12 clients who you alone have brought on, increasing sales by **40%**.

When a new position opened up as an Executive Position, you applied and were a quick match and easy hire! Looking back over your pay stubs you can see that your salary has really not increased significantly in your three years with the company. You feel that with this new position and all its responsibilities now is the time to negotiate higher pay.

Your research shows you that your salary range is between **85K and 130K annually (net)**

Currently, you are making **75K annually (net)**

Looking at your budget, you can see that you are close to saving up for a down payment on a house, and an extra 2K a month would help not only with the savings but also with any renovations you may need. Additionally, your parents (who are getting older) have hinted at wanting to take a vacation with you, as you are “always working” you also think they want to set you up on a blind date because they are always asking when they will get Grandchildren.



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Situation Work Sheet

How much is your opening offer? \$ _____

What is the minimum amount you are willing to accept? \$ _____

What is your ideal amount? \$ _____

What are your BATNAS? Or other asks?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

