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Handling Objections

- ▶ Handling potential objections during a negotiation process can be simple, informative, and powerful. However, handling objections is one of the biggest fears I see holding clients back from making their “big ask” at work.

If you're considering asking for an internal raise or promotion, or if you're negotiating a new job offer, here's the language you need to confidently handle any response from an employer, hiring manager, or Human Resources. Remember, the key to negotiation is getting the information you need to make the best decision for your career. When in doubt, BE CURIOUS!

There is no scenario you can't overcome. If you are uncomfortable, need more time to consider, or would like to ask for a follow up meeting to discuss at a later date, please speak up and ask for what you need. Negotiation is an important process in understanding your potential future within an organization and it will set you up for success in your role. The more motivated you are by a boss who is on your side, competitive pay, and being recognized for your value, the more your organization benefits too!

1. Employer: There's nothing I can do now, but in the future you'll have opportunities for growth and raises.

You: Because this number is a little lower than I feel comfortable with, I'd love to discuss my opportunities for the future. I know that one of the most important things in this role is [key metric here]. If I'm able to deliver that in [time frame], would you be open to raising my compensation to [target salary] then? (If agreed, get in writing)

2. Employer: I don't have the budget for this high salary/rate.

You: If that is the case, can you share with me how salary ranges are determined internally and if it's possible for me to be brought in at a higher level?

You: Can you share with me what is approved in the budget?

3. Employer: I'll never be able to sell this to my boss or HR.

There are two possible interpretations of this response. Either the employer agrees you this is a fair salary but can't sell it to the decision makers, or the person is trying to avoid giving you this salary, and this is an excuse. Perhaps say,

You: I've really appreciated your support throughout these discussions. If you are open to even trying to sell this to the boss, I'll do everything I can to help you make a strong case.

You can't have a better ally than your boss or soon-to-be boss advocating for you with the CEO!

4. Employer: If I give you this salary, you'd be the highest-paid employee in this position in our company.

You: I appreciate the challenge that presents. Based on my research, the range I've asked for is fair market value and reflects the contributions and value I bring to this position. What is a more realistic range that we can consider? OR What else do you need from me to help get the approval for an offer closer to market value?

5. Employer: Unfortunately, the job offer is not negotiable.

Most employers expect candidates to negotiate new job offers and they may make initial offers on the lower end of their salary ranges with the intention of coming up in their band -if you ask. This allows the employer flexibility to negotiate. If you hear a flat out “no, we don’t negotiate,” this is an opportunity to get curious about the organization’s pay philosophy, hiring practices, and salary bands.

You: My experience negotiating with other organizations has typically been a crucial part of my decision process. Can you help me understand if this is a company-wide policy that is in practice will all job candidates? It’s important for me to understand if I will be coming into the organization being paid fairly and competitively for my contribution. I’d like to understand where this current offer falls within your current salary band for this role?

Ashley Paré Bio

- ▶ As a Leadership Coach, Negotiation Advocate, and Speaker, Ashley helps clients feel confident, communicate effectively, and create impact. Ashley founded Own Your Worth™ to create an army of women and allies who positively change the world by stepping into their power.

Ashley's clients are published authors, entrepreneurs, and corporate change makers. Her clients have pivoted careers, negotiated \$40,000 raises, and received promotions to Director levels and beyond. She has over 12 years experience as a leader in corporate Human Resources and extensive experience leading workshops and coaching highly motivated clients in sales, technology, finance, marketing, and startups.

In addition, Ashley is a Tedx Speaker and has been featured in The New York Times, Good Morning America, Glamour, CNN, and more. She resides with her husband in Boston, MA.

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