

# Negotiating the Offer - Leverage, Strategy, & Process

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JOB SEARCH SERIES **PRESENTATION #51**

AFTER THE JOB SEARCH SUBSERIES

TENONPREP



# Learning Outcomes

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01

Understand what you can and can't negotiate

02

Understand the role leverage plays in negotiations

03

Understand factors that can increase your leverage

04

Understand the negotiation analysis process

05

Understand the employer's negotiation process



# Employer Reasons for Not Negotiating



**Title - MAYBE?**

Status



**Compensation (and Benefits) - MAYBE?**

Compensation Conditions



**Start Date - MAYBE?**

Preconditions to Employment



**Offer Expiration Date - MAYBE?**

Process to Accept

Legal Language



# Negotiating Other Benefits & Value Considerations

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Company Values	Job Responsibilities	Fixed Pay	Incentive Pay	Nonrecurring Pay	Benefit Offerings	Employer Paid Benefits	Total Compensation
Job Location & Cost of Living	Work Schedule	Hours Worked (Work-Life Balance)	Workplace Flexibility & Remote Work	Regular Leave (AL & SL)	Special Leave (ex. Family Leave)	Childcare	Learning & Training Opportunities
Paid Learning / Training / Licensing	Advancement Opportunities	Recognition	Colleagues	Technology & Equipment	Transferable Skills / External Mobility	Job Title / Reputation	Company Culture
Workspace	Industry	Autonomy & Authority	Travel	Longevity / Job Security	D&I	Personal Reimbursements & Discounts	Company Sponsored Travel & Food





**Successful Negotiation Depends on Leverage**



# Factors that Increase Your Leverage

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# Your Negotiation Analysis



# Negotiating Process Overview



Ask what the process is



Follow the process



Be professional



Confirm counteroffers in writing





Leverage  
Discussion

**LIVE ONLY**

