

SUCCESSFULLY NEGOTIATING JOB OFFERS

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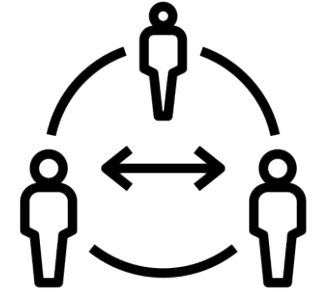


Territorial Acknowledgment



The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Attawandaron, Anishinaabeg and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

Lets make this a safer space



Created by Kamin Ginkae

- ➔ Listen and learn from each other with grace
- ➔ Ask questions throughout the training
- ➔ Participate in a way that works for you!
- ➔ Remain respectful of others – we do not tolerate harmful behaviour in this space
- ➔ Each of us bring something to this space and contributing in a meaningful and respectful way is one way we can create a safer space



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Who's presenting?



Shilan Woldemariam (She/Her)

Career Advisor
Graduate and Postdoc

I can talk about Star Wars and 90s Hiphop and R&B all day.

What is your favorite show and or movie?

Which of these applies to you?

- Preparing to negotiate for the first time
- Thinking about negotiating for future opportunities
- Have negotiated in the past and want to prepare to do it again
- Uncomfortable with the thought of negotiating
- Pursuing roles in academia
- Pursuing industry opportunities



Learning Outcomes

- Learn about the importance of salary negotiation
- Find salary information
- Create a value proposition
- Gain knowledge about how to negotiate by practicing with peers
- Bias and Discrimination in Negotiation settings



Photo: Andrew Neel c/o pexels

WHY NEGOTIATE



Created by Blair Adams
from the Noun Project

Two questions to ask yourself

1. What motivates employees to negotiate?
2. Why would someone not negotiate?



Did you know?

“42% of professionals are uncomfortable negotiating salary. By not negotiating, an individual stands to lose more than \$500,000 by the time they reach 60.”

“Organizations lower the salary for jobs with the assumption that all candidates will negotiate”

(7 THINGS YOU PROBABLY DIDN'T KNOW ABOUT YOUR JOB SEARCH, FORBES)

(PAY EQUITY AND WOMEN OF COLOR ONTARIO)

RESEARCH



Research by Mark Lewis
from "The Green Effect"

“How do I know
how much I can
ask for?”

“Who will I talk to
about
negotiating?”

“What do I need
to know to
navigate this
well?”



Will the company be
flexible and fair in the
negotiation process?

“What kinds of things *will*
this company negotiate
on?”

“What is the best way
to ask for what I want?”

Salary Differences in Canada

Average Canadian Annual Salary by Province and Territory*

2022

Average Canadian Annual Salary
by Province and Territory

NU	\$82,853.16
NT	\$81,135.60
YT	\$69,369.04
AB	\$65,834.60
ON	\$62,748.40
BC	\$61,150.96
NL	\$60,284.12
SK	\$60,096.40
QC	\$58,149.00
NB	\$56,315.48
MB	\$55,466.84
NS	\$53,083.16
PE	\$51,257.96



As of September 2022, the average wage for Canadians was **\$61,119.24** per year
(Statistics Canada)

Image by Marie-Pier Simard – Jobillico

<https://www.jobillico.com/blog/en/the-average-canadian-salary-in-2022/>



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Salary differences gender/race wage gap

TABLE 6 Average earnings gap, with non-racialized men: Canada, 2005 and 2015

	2005	2015
Non-racialized men	1.00	1.00
Racialized men	0.78	0.78
Non-racialized women	0.63	0.67
Racialized women	0.56	0.59

Sources: 2016 census Catalogue number 98-400-X2016213 and 2006 Census Catalogue Number 97-563-X2006060, and authors' calculations.

Finding Information

- <https://www.jobbank.gc.ca/trend-analysis>
- <https://www.jobbank.gc.ca/trend-analysis/search-wages>
- <https://www.payscale.com/research/CA/Country=Canada/Salary>
- <https://www.roberthalf.ca/en/salary-guide> (and salary calculator)
- <https://www.glassdoor.ca/index.htm>
- <https://www.linkedin.com/salary/>



Activity: Research

- Type in an occupation that you are considering or interested in learning more about
- Find your geographic area of preference

<https://www.jobbank.gc.ca/trend-analysis>

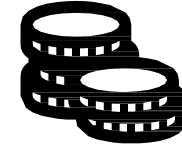


The background is a solid bright yellow. It features several thick, colorful geometric shapes and lines. On the left, there is a red L-shaped bar at the top and a light purple L-shaped bar below it. At the bottom, there is a horizontal bar divided into a light purple section on the left and a teal section on the right. On the right side, there is a thick blue vertical bar that curves at the bottom, and a light purple diagonal bar that runs from the bottom left towards the top right. The text 'ESTABLISH YOUR VALUE' is centered in the middle of the page in a bold, black, sans-serif font.

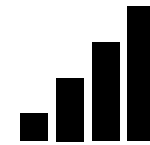
ESTABLISH YOUR VALUE

Worth vs value

Your worth: The amount of money you expect to receive for your level of training and experience



Position worth: Organization's salary range



VS.

Your value: Strengths and contributions you will bring to the position and to the organization



Position value: Organization's need for that position



Working out your value

Accomplishments

- Pick an accomplishment or something you contributed to, keeping your organization or company's goals in mind

Skills

- List any skills that helped make your accomplishment a reality

Results

- Choose one of your accomplishments, then think about what you did to make it happen



Rare and valuable traits



Image by [Giphy](#)

- Determine a position's worth and align your worth accordingly
- Understanding how your worth and the position's worth align will allow you to negotiate based on your value
- To earn your worth, emphasize and then negotiate your value

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Questions?