

## **The Five Keys to Salary Negotiations**

1. Never discuss salary till the end of the interviewing process, when they have definitely said they want you.
2. Never be the first to mention a salary figure.
3. Before you go to the interview, do homework on how much you need.
4. During the interview, try to determine whether the salary being offered is fixed or contains room for negotiation.
5. Before you go to the interview, do research on salaries for your field or for that organization.

Richard Bolles, *What Color Is Your Parachute?*