



SALARY NEGOTIATING FOR WOMEN & OTHER CAREER ISSUES

June 24, 2020

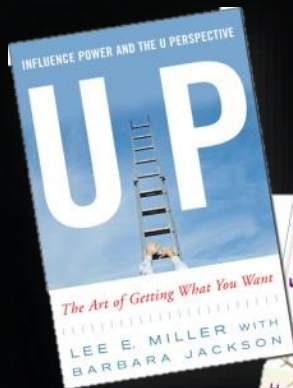
Wharton Women -
The WG95 Boss
Queens

Lee E. Miller

negotiationplus@gmail.com

917-690-0029

LEE E MILLER



Executive Coaching & Training:
Strategic Influencing,
Negotiating, Sales, Leadership &
Innovation

Management Professor - Seton
Hall University Business School

Adjunct Professor- USC &
Columbia University

Principal NegotiationPlus.com

JD, Harvard Law School

Former Chief Human Resources
Officer at TV Guide, USA
Networks and Barneys NY

Co-Author "*Getting People to
Believe in Something They Can't
Yet Imagine,*" Harvard Business
Review Online

"85% of success is due to your personality and ability to communicate, negotiate and lead. Shockingly, only 15% is due to technical knowledge."



A man in a dark suit is whispering into the ear of a woman with a shocked expression. The woman has her mouth wide open and wide eyes. The background is dark and moody.

HOW IS INFLUENCING DIFFERENT THAN NEGOTIATING?

“People don’t care how much you know,
until they know how much you care.”

John C. Maxwell



INFLUENCING/NEGOTIATING STYLES

Competitive

- High on outcome
- Low on relationship

Collaborative

Balances:

- Outcome *and*
- Relationship

Accommodating

- High on relationship
- Low on outcome

Avoiding

- Low on outcome
- Low on relationship

INFLUENCING/NEGOTIATING STYLES

Competitive

Men = 75%

Women = 10%

Collaborative

Men = 15%

Women = 70%

Accommodating

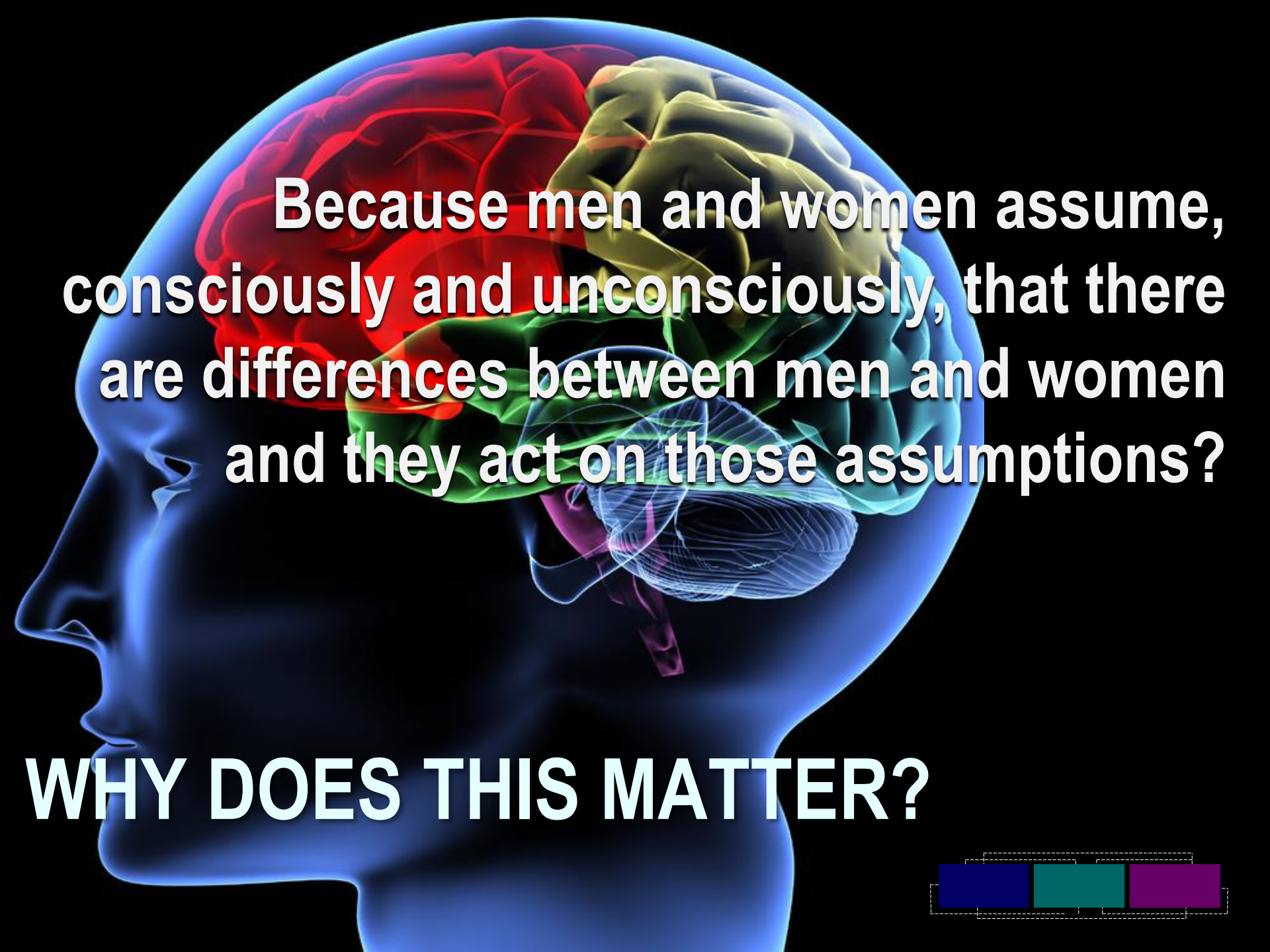
Men = 5%

Women = 15%

Avoiding

Men = 5%

Women = 5%



Because men and women assume, consciously and unconsciously, that there are differences between men and women and they act on those assumptions?

WHY DOES THIS MATTER?



PERCEPTUAL DIFFERENCES ABOUT NEGOTIATING:

- Women perceive that they negotiate 4 times less than men
- Women do not perceive communicating their position as negotiating
 - 20% say they never negotiate
- Women tend to look for a fair outcome vs. men who seek the best outcome
- Research shows that women can be penalized for negotiating salary

IMPACT OF NOT NEGOTIATING


- At age 22 a two individuals are each offer a job at \$25,000
- One asks for more and gets \$30,000.
- Assume identical 3% raises.
- At age 60 one is earning \$92,243 and the other \$76,870.

TOTAL DIFFERENCE

\$361,171

\$568,834 (at 3%)



The image features six unlit incandescent light bulbs hanging from thin, dark wires against a solid black background. The bulbs are arranged in a loose, vertical cluster on the left side of the frame. Each bulb has a standard glass globe and a metal base. The lighting is dramatic, highlighting the smooth texture of the glass and the metallic sheen of the bases.

**WHAT IS THE MOST
IMPORTANT THING TO DO
TO BE SUCCESSFUL WHEN
NEGOTIATING
SALARY?**

**WHEN DO SALARY
NEGOTIATIONS BEGIN?**

**HOW DO YOU
RESPOND WHEN AN
EMPLOYER ASKS ABOUT
YOUR SALARY?**

**People buy what
they want, not what
they need!**

**People do what they
want, not
necessarily what
they should!**

THE POWER OF DESIRE



U PERSPECTIVE

RECOGNIZES EMOTIONS

FOCUSES ON VALUES

Accepts that everyone is different
How do they see the situation?
What do they care about?

PERSONAL

Organizations have interests
Individuals have U Perspectives

WHAT DO HIRING MANAGERS CARE ABOUT?

A person is walking away from the viewer down a long, dark tunnel. On the left side of the tunnel, there is a large circular opening that emits a bright, multi-colored light. The light rays fan out across the tunnel, creating a dramatic, futuristic atmosphere. The person is silhouetted against the light, and their shadow is cast on the floor of the tunnel.

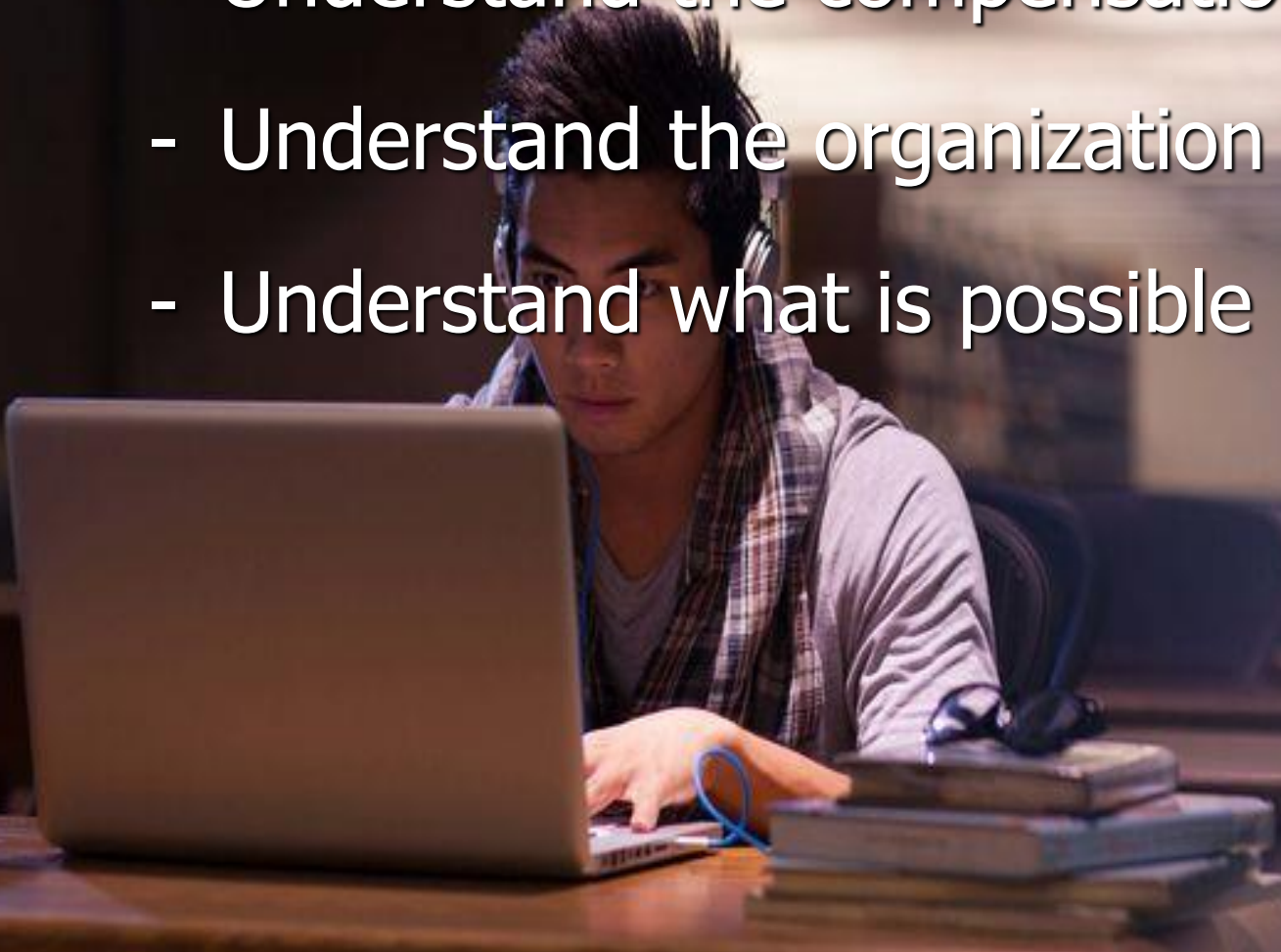
- Can the candidate do the job?
- Will the candidate fit in?
- How much does the candidate want the job?
- What could go wrong?

**Can You Gain
A Hiring Advantage
By Asking For a
Lower Salary**



PREPARE TO NEGOTIATE

- Understand the compensation structure
- Understand the organization
- Understand what is possible



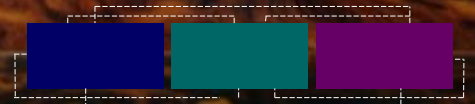
WHAT SHOULD YOU BE NEGOTIATING?

- Job Duties
- Training Opportunities
- Boss
- Tuition Reimbursement
- Salary, Bonus, Equity
- Relocation Assistance
- Tools for Success



A photograph of three women in a professional setting. One woman is seated on the left in a black turtleneck, another is seated in the center behind a laptop, and a third is seated on the right in a dark suit. The background is a wood-paneled wall. The text 'COMMON MISTAKES WOMEN MAKE AND HOW TO AVOID THEM' is overlaid in white, bold, sans-serif font across the center of the image.

COMMON MISTAKES WOMEN MAKE AND HOW TO AVOID THEM



A Woman's



Guide to



Successful



Negotiating



How to Convince, Collaborate, &
Create Your Way to Agreement

Lee Miller and Jessica Miller

NOT NEGOTIATING FOR YOURSELF

Negotiate for yourself as
if you were negotiating
for someone else



A Woman's Guide to Successful Negotiating

How to Convince, Collaborate, &
Create Your Way to Agreement

Lee Miller and Jessica Miller



NOT BUILDING THE RIGHT TYPE OF NETWORK

Build a network of people
different than you are,
doing different things than
you do

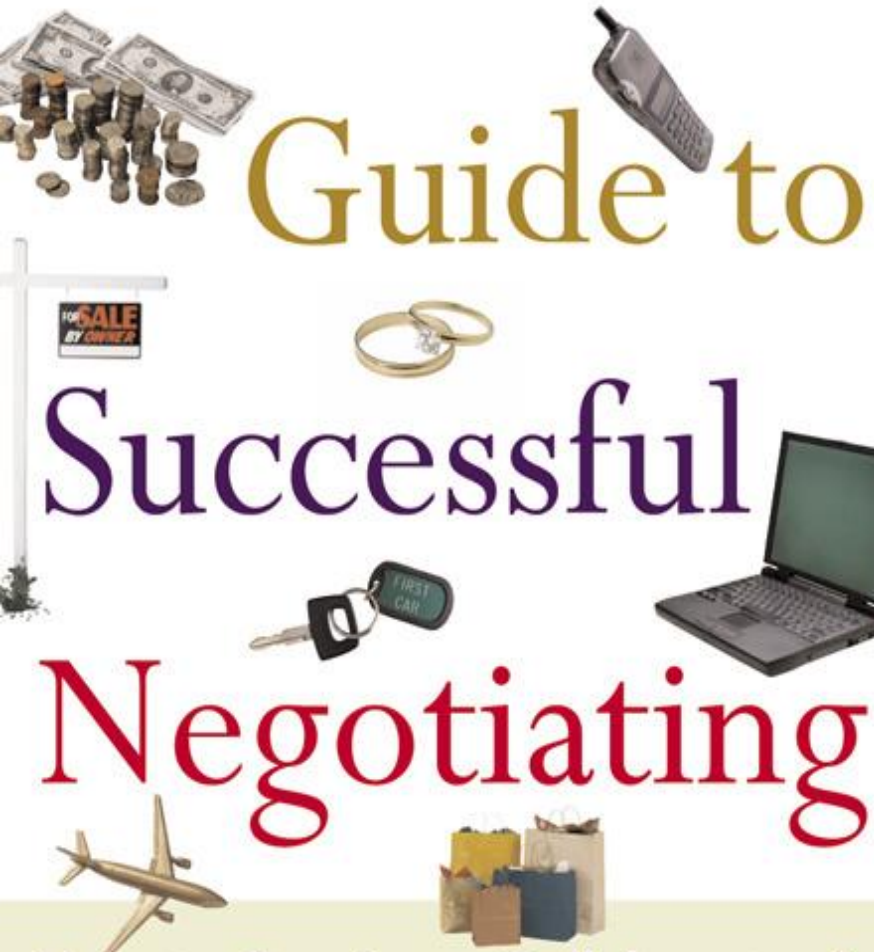
Networking is about
delivering value to others



A Woman's Guide to Successful Negotiating

How to Convince, Collaborate, &
Create Your Way to Agreement

Lee Miller and Jessica Miller



NOT BEING AWARE OF TONE

Men and women use tone differently

For women the tougher the position, the softer the tone needs to be

Friendly, firm, quiet confidence



A Woman's Guide to

Successful Negotiating

How to Convince, Collaborate, &
Create Your Way to Agreement

Lee Miller and Jessica Miller



AVOID THE EMPATHY TRAP

Understanding someone's position is not the same as letting them convince you that what they need is more important than what you need.



PROMOTING YOURSELF

Share credit with your team

Help others build your reputation for you

