Counteroffer (Salary Negotiation) Scripts

1. Thank you for the offer. I am delighted that you want me to join the team and I am eager to get started. That said, I believe my skill set\*, project knowledge\*, and qualifications\* warrant $XXX,XXX in compensation which is closer to industry salary standards. Please let me know if I should submit documentation that will support this increase. I look forward to collectively finalizing this deal and hitting the ground on day one.
2. Hi Lauren. I received the compensation package; thank you so much. I am thrilled that the process is moving along. I see that the offer is $XXX,XXX in compensation, but I believe $XXX,XXX is more in line with the expectations, criticality, and workload of the XXXX position.
3. Brittany, I am in receipt of the compensation package; thank you. Is there any flexibility in the salary indicated? Along with my unique skills and certifications, based on my research, professionals who hold the same position in this industry, with the same qualifications and experience, are securing salaries $10,000 or more than what I have been offered. I am still very much interested in joining the team and look forward to collaboratively sealing this deal and getting to work.

\*Highlight the experience, expertise, and unique qualities you bring to the table. The ones that will address your soon-to-be employer’s pain points. \*

This document and the information contained herein are for informational purposes. It is not intended to address all circumstances that may arise during the salary negotiation process. You are encouraged to do your research and take the requisite time needed to make a deliberate and thoughtful decision. Happy negotiating!