



Bonus Material from “Professional Salary Negotiations Tips”.

RESOURCES TO ASSIST YOU WITH YOUR SALARY RESEARCH

The following are a list of some websites that I am suggesting as starting points for doing some of your research relative to confirming your fair market value for each position that you are interviewing for. Remember that you will need to do this research for every title you are considering. Each job title will be different hypothetically and also particularly when the geographic location changes.

Try the following sources of information:

- 1) Evaluate your past salary history and compare your salary to current suggested compensation.
- 2) Use industry trade associations and industry contacts to reconfirm fair market compensations in your industry.
- 3) Network with anybody you know internally in any of the companies that you are interviewing with, to see if they can offer you any assistance on compensation information relative to the positions that you are interviewing for.

The following are some websites that will help you with your salary compensation research:

- 1) www.Jobnob.com--a great tool for job-seekers seeking salary information, where you can find actual salary information by job title or company -- rather than the industry averages you receive at other salary sites. You can also then browse jobs (by company or profession). Data is employer-reported. No cost to job-seekers.

2) www.JobSearchIntelligence.com -- a great salary research tool for job-seekers, with a comprehensive set of questions to provide accurate compensation data. (Currently offering information on 480 occupations, within 560 geographic regions.) Sources include the U.S. Department of Labor, U.S. Bureau of Labor Statistics, U.S. Census Bureau, U.S. Equal Employment Opportunity Commission, U.S. Bureau of Economic Analysis, and previous job-seekers. No cost to job-seekers.

3) www.PayScale.com -- a salary assessment site that matches job-seekers job profiles with expected compensation through comparisons to compensation packages of job-seekers with similar skills and experiences -- rather than through comparing simple job titles or zip code comparisons. Basic report is free, while more detailed reports are fee-based.

4) www.Salary.com -- if you're looking for help in determining the value of a job offer or what you are worth on the job market, then you need to come to this site where they have compiled a large collection of salary reports on virtually every occupation. Free. (Work around the ads)

5) www.SalaryExpert.com -- a comprehensive salary site offering salaries, benefits, and cost-of-living information for 30,000 positions in more than 45,000 locations. Job-seekers can find accurate salary data -- the site even shows its sources for the information. From Baker, Thomsen Associates Insurance Services, Inc. Free to job-seekers.

6) www.SalaryList.com -- provides real person, real position, real job and associated real salary information for many U.S. job titles -- by job, company, and state. The site is maintained by MacroKey Data Research Group. No cost to job-seekers. (Particularly good).

Good luck negotiating the job and salary you want!

Eleanor Anne Sweet

Dedicated to your Job Search Success!