



# How to Negotiate Your Salary

Negotiation is most effective **after you've received a formal offer**. At this stage, you've demonstrated your value and have the most leverage.

## Step-by-Step Guide:

1

### Interview with Confidence

Hiring managers are more likely to advocate for a higher salary if they view you as a strong, confident candidate.

2

### Request Time to Review the Offer

Politely ask for time to evaluate the full compensation package, including salary, benefits, and other perks.

3

### Do Your Research

Understand the average market rates for your industry and geographical location. Use credible sources to benchmark your expectations.

4

### Clarify Your Priorities

Identify your non-negotiable items and review how the offer matched up. Be prepared to advocate for your most sought-after perks.

5

### Practice Your Pitch

Practice your negotiation with a trusted friend, mentor, or recruiter to boost your confidence and refine your message.

6

### Make Your Case

When ready, calmly present your case using data, examples, and your qualifications. Approach it as a collaborative conversation, not an ultimatum.

7

### Decide with Confidence

If the revised offer meets your expectations, accept it with gratitude. If not, respectfully decline and thank the employer for their consideration.

## Ready to Put These Strategies into Action?

CFS connects professionals with opportunities in Accounting, Finance, Human Resources, and Technology. Discover how we can help you secure the right role and negotiate with confidence at [www.cfstaffing.com](http://www.cfstaffing.com).