



25 Aug, 2016

Raise Your Game: Unique Salary Negotiation Conversation Starters



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Job seekers often dread salary negotiation conversation starters because they don't know how to approach the subject with their boss or manager. And when they do finally muster the courage to discuss the topic, they often don't know what to say, how to say it, and when to say it.

While timing is often everything, the approach, and language used, is equally as important when initiating salary negotiation conversation.

Job seekers can take the fear out of starting the salary negotiation conversation by following these strategies from [Chris Bolte](#), CEO of [Paysa](#), a company that employs a data-driven approach to help you understand your value in today's job market. Bolte offers passive, aggressive, and data-driven salary negotiation conversation starter tips that will help flexible job seekers start the salary negotiation conversation with confidence and poise.

Here is a look at three unique approaches to the [salary negotiation conversation](#):

1. The Passive Approach

"Hi Boss, I'd like to talk to you about compensation. As you know I've had a great experience working here, I love the team and company, and I'm definitely motivated to continue. I've been a key contributor to XYZ initiatives, and I'm slated to contribute to ABC initiatives and am really looking forward to that. I'm not one to pay too much attention to this, but I've been hearing from friends and past colleagues what other startups and companies are paying people like me, and it's definitely opened up my curiosity about how in line my compensation is with the market for my background and contribution."

Bolte's Take

"This is effective because it opens up the conversation and leaves room for negotiation on both ends," Bolte says. "Management will take into consideration the value you have given them and the value you will continue to give to them and make a decision based on that."

2. The Aggressive Approach

“Hi Boss, I’d like to talk to you about raising my compensation to be more in line with the current market. You know that I love working here and am highly motivated to continue, but I feel like my compensation is lower than market for my experience and contributions, and I’d like to find out what you could do to help adjust.”

Bolte’s Take

“This approach is more direct and specific with your boss,” Bolte says. “It opens up the conversation without leaving wiggle room to interpret intentions. This can be effective if presented strong with room for negotiation.”

3. The Data-Driven Approach

“Hi Boss, I wanted to open up the discussion about my compensation rate. Based on recent information from a compensation site that uses a data science approach to analyze a person’s background and lets them know what they’re worth in the market, I printed out its custom raise report. It looks like I’m about \$30,000 off in total compensation. Is this something you could help adjust for me?”

Bolte’s Take

This approach is effective because it presents your boss with some actual market data, Bolte says, and “It’s hard to deny real data in line with the market.”

When initiating conversation around salary negotiations, always do so in person, says [Loren Miner](#), chief operations officer at [Decision Toolbox](#), a recruitment products and services company.

“It is too easy to misread a reaction when over the phone or sent via email,” Miner says.

Keep a positive and upbeat mentality when you make your request. And remember to smile.

“Pretend that you know the answer is going to be yes when you’re asking, and your positive attitude will reinforce why you deserve the raise,” Miner adds.