

SAIGE PARTNERS

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THE DOLLAR DANCE

BY BREANNA LEUZE

A few weeks ago I shared with you reasons as to why you may not have received the offer for employment. You didn't get the job, and you are not sure why. Below is a list of questions you may want to ponder.

Did you bring up the salary multiple times? If you did bring up the salary, was it competitive to the market? Did you research what competitors are paying people in similar positions and markets? Did your experience command that specific salary line? Do you know your worth and future potential for earnings? Was the employer even interested in you? Let me address each of these questions with you.

To begin, bringing up salary multiple times in the interview shows you are more interested in the financial gains for yourself, and it also shows you are more concerned about yourself. What do you bring to the table, that makes you the best candidate? What are you able to do for the company that necessitates the salary, you think you deserve? If the person that conducts the interview with you does not bring up salary, it is best to wait until they do.

One employer shared with us they did not hire a candidate because they insisted they should receive \$80,000.00 a year in salary. The recruiter prepped the candidate and shared with them the hourly rate was \$12.00 to \$14.00 per hour, for an Administrative Assistant in a physician's group office. When the recruiter found out what the candidate requested, the recruiter called the candidate in utter disbelief.

The candidate stated, "Well I have to deal with sick people, blood, and bodily fluids, that is how much I should be paid for having to work in that environment." The recruiter shared with the candidate that although that may be what your expectation is, it is not realistic.

It is critical to research before an interview, to understand what the salary range for your specific position. There are tools available to you, to dig in and find what the national and regional pay is, for most positions. Glassdoor.com, Salary.com, BLS.gov are all excellent sources.

Please know, it is important to understand that each position has a specific budgeted amount. It is rare for an employer to go above the salary, regardless of your experience. If you are applying for a position in Accounts Payable, and you are an Accountant, you are only going to be paid what the position is worth, not what YOU are worth. This is where underemployment comes into play, which we can delve into at a later date.

Do you know your worth and what your future earning potential may be? Do you know how to find out? Again referencing BLS.gov labor guide, is a great tool as it looks at wages across the nation and down to the regional level. Some county economic councils in your area may have salary and job outlook data as well.

Finally, do you know if the employer was even interested in you? There is no point in bringing up the salary especially if you are not certain that the employer will consider you for the position. Interviewing is like a waltz. Go with the flow and let your interviewer guide you. Be ready for the twists and turns and hopefully at the end, you are able to take a bow together.