



Serebra Learning Corporation knows that it's true; you get paid more if you have the skills. Learn at your own pace with our dynamic training programs for the skills needed to succeed in today's IT market. The Best Way to Learn Anything, Anywhere, Anytime. Check out this month's specials!

[Click here to learn more](#)

For information on how to advertise in this newsletter please [contact our Ad Sales team](#) or visit our [advertising page](#).



Salary Requirements

Q. I have been on 4 interviews in the past 4 months. Most job postings and newspaper ads require "salary requirements." Most of what I read concerning job searches and interviews advises that you don't get into salary until you're on the interview. One job posting I saw states that the company will not even consider you unless you send your salary requirements in advance. Also, at the interview most job applications have spaces where you have to enter your previous job's salary. I went on an interview last week where it was clear the employer wanted to hire me but as soon as we got to salary and I told him what I wanted, the interview was politely ended with a conversation about how he would have to get approval for that amount. To further complicate things, salary surveys say one price for my area but employers in this area say another and will reject you! Thanks for any help and advice.

A. I can see why you would be frustrated and discouraged. One helpful way to think about the job-seeking process is to see it in terms of relationships. The zip and zest of a new relationship is heady stuff, but fulfilled expectations underpin satisfactory, long-term partnerships. Having those expectations known from the get-go is fair, respectful, and contributes to the success of the partnership. Having unspecified and unfulfilled expectations produces resentment and diminished effort.

Job seekers need to make a personal financial plan before they can negotiate effectively for a salary. If they know exactly what their expenses are and what their dreams are, they'll know exactly what salary and benefits they need in order to achieve what they desire. Secrets hinder our ability to connect. In job negotiations, in relationships, in life - knowing what we want and need gives us confidence to be candid.

Employers have every right to ask for your salary requirements. They're asking if what you want and need matches what they can provide. They

want to see if the connection between you and the company will be open, effective, and ultimately profitable for them.

Taking a job that pays less than what you want and need is as perilous to you as it is to the employer offering you that job. You expected more and didn't get it and you're disappointed. The employer expects you to work happily for less than you wanted and you're not happy, so the employer will be disappointed. Disappointment dooms a relationship.

In sum, openness about salary expectations serves both the job seeker and the employer. If your needs and wants are high, you'll have to interview with a lot of companies before you find the right match. This takes time but is well worth the process. When we find a beautiful relationship, we congratulate ourselves on all the dating we did to find our mate. Interview often. Consider every interview another step towards finding what you need and want.

Here's my two cents on your particular dilemma: You're not interviewing often enough or selectively enough. You're selling you, so you've got to narrow your target market. Pick companies in your local area for which you'd like to work that are affluent enough to hire you. Call their personnel departments and ask for an interview. In addition to reading ads, take the initiative and seek out a company for whom you want to work. IT jobs stay open for months; some are never filled. Find a company that has done without for awhile. That company will be eager to pay you what you want and need. Good luck!

Anne Giles

Anne Giles, M.A., MCP, is an Internet business consultant, instructor, speaker, and writer. Visit her at [her website](#).

Free Cramsession IT Newsletters - Choose Your Topics!

H = HTML Format T = Text Format

- | | | |
|---|---|--|
| <input type="checkbox"/> <input type="checkbox"/> A+ HardCore News | <input type="checkbox"/> <input type="checkbox"/> Engineers Weekly | <input type="checkbox"/> <input type="checkbox"/> .NET Insider |
| <input type="checkbox"/> <input type="checkbox"/> • ByteBack! | <input type="checkbox"/> <input type="checkbox"/> • Exam Tips 'N Tricks | <input type="checkbox"/> <input type="checkbox"/> • Script Shots |
| <input type="checkbox"/> <input type="checkbox"/> Cisco Insider | <input type="checkbox"/> <input type="checkbox"/> • IIT Pro News | <input type="checkbox"/> <input type="checkbox"/> Security Insider |
| <input type="checkbox"/> <input type="checkbox"/> • WebGuru Voodoo | <input type="checkbox"/> <input type="checkbox"/> • Linux News | <input type="checkbox"/> <input type="checkbox"/> • Trainers News |
| <input type="checkbox"/> <input type="checkbox"/> Developers Digest | <input type="checkbox"/> <input type="checkbox"/> • Must Know News | <input type="checkbox"/> <input type="checkbox"/> Windows Insider |

Enter your Email



Want more news? [Visit the Cramsession Employment Forum](#)



Your subscribed e-mail address is: steven.thode@toadworld.net
To unsubscribe, simply [click here](#) and hit "send" in your e-mail reader.

© 2002 BrainBuzz.com, Inc. All rights reserved. [Click here for Terms and Conditions of use.](#)